

# SARAH WINSLOW, PH.D.

## EDUCATION

**Ph.D., Sociology (2006) | M.A., Sociology (2002) | Graduate Certificate, Women's Studies (2003)**  
University of Pennsylvania, Philadelphia, PA

**B.A., Psychology-Sociology (with Honors) and Women's Studies, *Summa cum Laude* (2000)**  
Skidmore College, Saratoga Springs, NY

## ADMINISTRATIVE APPOINTMENTS

### **Senior Associate Director, Clemson University Honors College, Clemson University, 2018 – present**

As Senior Associate Director, I am responsible for curriculum development and innovation, student engagement and experiential learning, Honors College admissions application reviews and processes, faculty relations, and inclusive excellence for a college of over 1700 students. In addition, I take a leadership role in admissions decisions, college operations, and long-term strategic planning. Key accomplishments include:

- Managed the Honors College's response to the COVID-19 pandemic, including academic continuity, return to operations, and health and safety policies and procedures for Honors Center facility.
- Led data collection and analysis efforts for Provost-appointed Honors College Task Force.
  - Completed a comprehensive review of the Clemson Honors College's course offerings, enrollments, and student success metrics.
  - Benchmarked Clemson against National Collegiate Honors Council best practices, top public honors colleges, and peer and aspirational institutions.
  - Produced final report outlining a strategy, consistent with the University's strategic plan, to enhance the role and impact of the Honors College and improve integration between the Honors College and the discipline-based colleges and departments.
- Initiated revision of Honors College curriculum to strengthen educational experiences and learning outcomes, to include an updated general education program for first- and second-year Honors students; new Honors courses for all Honors students; and enhanced integrative learning opportunities such as undergraduate research, unique interdisciplinary curricula, and study abroad/global engagement. Major accomplishments to date:
  - Launched a thematically-based, interdisciplinary, first-year seminar program consisting of course clusters arranged around thematic areas.
  - Created course options for Honors Directed Studies and Honors Creative Inquiry offerings.
  - Conducted a systematic review of Honors curricula throughout the Clemson experience, benchmarking against peer institutions and exemplar programs and incorporating revisions to Clemson's general education curriculum.
- Partnered with the College of Engineering, Computing, and Applied Sciences to launch the Breakthrough Scholars Program. Inspired by the Meyerhoff Scholars Program, the BSP aims to recruit an inclusive group of high-achieving STEM students and mentor them toward success in achieving terminal degrees in STEM disciplines. Welcomed first cohort in fall 2021 and added students from the College of Science for the program's second cohort in 2022. Created a filled position of Assistant Director of the Breakthrough Scholars Program and Honors Inclusive Excellence.

- Partnered with Clemson's Office of Global Engagement and the South Carolina Governor's School for Science and Mathematics (GSSM) to secure a Fulbright-Hays Short Term Group Project Abroad grant (location: India) to enhance general education, experiential learning, and capstone curricula at Clemson and in South Carolina high schools. Twelve Clemson and GSSM faculty spent 4 weeks in India in summer 2022.
- Initiated, created, and serve as plan administrator for the Honors College's Strategic Plan for Inclusive Excellence, which moved into implementation phase in July 2022.
- Established dedicated staff positions for study abroad, inclusive excellence, and academic development.
- Negotiate Honors course offerings with faculty members and departments; support faculty in developing Honors seminars, departmental Honors curricula, and discipline-specific course offerings; serve as point-of-contact for all faculty teaching for the Honors College; and act as Honors College liaison to University offices on matters of curriculum and undergraduate education.
- Serve as Honors College curriculum committee chair and represent Honors College at the University Curriculum Committee, General Education Committee, and Council on Undergraduate Studies.
- Direct Honors College application review and appeal processes, involving over 3000 applicants and 50 alumni, faculty, and staff reviewers.
- Provide input into the allocation of a \$3 million operating budget, particularly with regard to instructional expenses, student enhancements, and student fee usage.

#### **Director, National Scholars Program, Clemson University, 2015 – present**

As Director of the National Scholars Program, Clemson's top merit scholarship program, I am charged with recruiting and mentoring academically exceptional scholar-leaders; maintaining strong relationships with university partners; raising scholarship and programmatic funds; engaging in donor stewardship and alumni and parent relations; coordinating and co-leading annual study abroad experiences for three cohorts of scholars; and managing all budgeting, daily operations, and strategic planning for the program.

Key accomplishments include:

- Manage an operating budget of nearly \$450,000, selection processes for a university scholarship disbursement of approximately \$2 million, and a foundation account of approximately \$350,000.
- Returned program to financial solvency through strategic cost-cutting that increased efficiency while maintaining quality.
- Raised over \$500,000 in private donations in eight years, including a new unrestricted endowment fund.
- Initiated the NSP Impact Project, a required, four-year, cohort-based project aimed at leadership development and community engagement.
  - This project led to the founding of the Youth Scholars Program, a mentoring and educational partnership program with Title I elementary and middle schools in Pendleton, SC with a mission of engaging high-achieving students from underrepresented and/or economically marginalized backgrounds, enhancing their academic experiences by providing supplemental instruction and connecting them with educational resources at Clemson, and exciting these students about their potential collegiate prospects.
- Led the selection of seven cohorts of National Scholars, chosen from over 13,000 Honors College applicants and approximately 230 finalists. Coordinated with academic colleges, student affairs, and university leadership to recruit academically exceptional students from throughout the United States to Clemson.
- Increased diversity in the National Scholars Program, including tripling the number of African American students in the program's history in just five years; in each of the past four years, historically underrepresented racial/ethnic minority students have constituted 20% of all current

National Scholars. Made diversity and inclusion central to the program's culture through intentional coursework and experiential learning opportunities.

- Advised and mentored students toward exceptional accomplishments, including two undergraduate student body presidents, five recipients of Clemson's highest academic award, six recipients of Clemson's highest undergraduate service award, two NSF Graduate Research Fellowship recipients, three Fulbright recipients, a Knight-Hennessy Scholar, a Udall Scholar, a Goldwater Scholar, an Astronaut Scholar, a Rhodes finalist, and two of Clemson's three most recent Truman Scholars.

### **Undergraduate Coordinator, Department of Sociology and Anthropology, Clemson University, 2012 – 2014**

In this role, I served as the advising, scheduling, and registration coordinator for a department with 15 full-time faculty members and nearly 200 majors following 6 different degree tracks. Key accomplishments include:

- Led department through the university's transition from proprietary software systems to Banner and Degree Works.
- Overhauled advising management procedures in the department.
- Designed and implemented changes in Sociology major curriculum to align requirements with best practices, including an enhanced research methods sequence.
- Met with all transfer and major change students as they entered the department.
- Represented the department on college advising committee and at all recruiting and orientation events.

### **ACADEMIC APPOINTMENTS**

2006 – present	Clemson University, Department of Sociology, Anthropology, and Criminal Justice: Assistant Professor (2006 – 2012), Associate Professor (2012 – 2020), Professor (2020 – present)
2016 – present	Social Science Research Co-Director, TIGERS ADVANCE, Clemson University
2014 – 2015	Faculty Fellow, National Scholars Program, Clemson University

### **PEER-REVIEWED PUBLICATIONS**

#### ***Book***

Kissane, Rebecca Joyce and Sarah Winslow. March 2020. *Game On! Gender and Power in Fantasy Sports*. Temple University Press.

#### ***Edited Volume***

Davis, Shannon N., Sarah Winslow, and David Maume (Eds). 2017. *Gender in the 21st Century: The Stalled Revolution and the Road to Equality*. Oakland: University of California Press.

#### ***Articles and book chapters***

Winslow, Sarah, Shannon N. Davis, and David J. Maume. 2017. "Unstalling the Revolution: Policies toward Gender Equality." In *Gender in the 21st Century: The Stalled Revolution and the Road to Equality*, edited by Shannon N. Davis, Sarah Winslow, and David J. Maume. Oakland: University of California Press.

Davis, Shannon N., Sarah Winslow, and David J. Maume. 2017. "Gender as an Institution." In *Gender in the 21st Century: The Stalled Revolution and the Road to Equality*, edited by Shannon N. Davis, Sarah Winslow, and David J. Maume. Oakland: University of California Press.

- Kissane, Rebecca Joyce and Sarah Winslow. 2016. “‘You’re Underestimating Me and You Shouldn’t’: Women’s Agency in Fantasy Sports.” *Gender & Society* 30(5): 819 – 841.
- Kissane, Rebecca Joyce and Sarah Winslow. 2016. “Bonding and Abandoning: Gender, Social Interaction, and Relationships in Fantasy Sports.” *Social Currents* 3(3): 256–272.
- Winslow, Sarah and Shannon N. Davis. 2016. “Gender Inequality across the Academic Life Course.” *Sociology Compass* 10(5): 404 – 416.
- Walzer, Susan and Sarah Winslow. 2016. “Motherhood.” In *The Blackwell Encyclopedia of Sociology* (Second Edition), edited by George Ritzer. Hoboken: Wiley.
- Winslow, Sarah. 2013. “Spousal Income Inequality.” In *The Interface of Work and Family*, edited by Stephen Sweet. Thousand Oaks, CA: Sage Publications.
- Winslow, Sarah. 2011. “Marital Conflict and the Duration of Wives’ Income Advantage.” *International Journal of Sociology of the Family* 37(2): 203 – 225.
- Winslow, Sarah. 2010. “Gender Inequality and Time Allocations among Academic Faculty.” *Gender & Society* 24(6): 769 – 793.
- Winslow-Bowe, Sarah. 2009. “Husbands’ and Wives’ Relative Earnings: Exploring Variation by Race, Human Capital, Labor Supply, and Life Stage.” *Journal of Family Issues* 30(10): 1405 - 1432.
- Winslow-Bowe, Sarah. 2009. “Spousal Wage Gaps: Income Disparities in Couples.” In *Work and Family Encyclopedia*, edited by Stephen Sweet and Judith Casey. Chestnut Hill, MA: Sloan Work and Family Research Network.
- Winslow-Bowe, Sarah. 2007. “Work-Family Intersections.” *Sociology Compass* 1 (1): 385 – 403.
- Winslow-Bowe, Sarah and Jerry A. Jacobs. 2007. “Faculty Workloads in Higher Education.” In *Gender and Education*, edited by Barbara J. Bank. Westport, CT: Praeger.  
Reprinted in *Gender and Higher Education* (2011), edited by Barbara J. Bank. Baltimore, MD: The Johns Hopkins University Press.
- Winslow-Bowe, Sarah. 2006. “The Persistence of Wives’ Income Advantage.” *Journal of Marriage and Family* 68 (November): 824 – 842.
- Winslow, Sarah. 2005. “Work-family Conflict, Gender, and Parenthood, 1977-1997.” *Journal of Family Issues* 26(6): 727-755.
- Jacobs, Jerry A. and Sarah Winslow. 2004. “Overworked Faculty: Job Stresses and Family Demands.” *Annals of the American Academy of Political and Social Science* 596 (November): 104-129.
- Jacobs, Jerry A. and Sarah Winslow. 2004. “The Academic Life Course, Time Pressures and Gender Inequality.” *Community, Work, and Family* 7(2): 143-161.
- Jacobs, Jerry A. and Sarah Winslow. 2003. “Welfare Reform and Enrollment in Postsecondary Education.” *Annals of the American Academy of Political and Social Science* 585 (March): 194-217.

#### **GRANTS AND FELLOWSHIPS RECEIVED** (unfunded and pending available on request)

##### ***External***

Department of Education, Fulbright-Hays Short Term Group Project Abroad (2020), “Global Challenges, India, and the Curriculum in South Carolina” (co-PI; Kyle David Anderson, Principal Investigator; Andrew Pyle and Melissa Hawkins, Co-PIs), \$99,677.

National Science Foundation, Future of Work at the Human-Technology Frontier: Core Research (FW-HTF) (2019), “Wearable Adaptive Cognitive Assistance to Auditory Situational Awareness for Construction Workers Exposed to Complex and Dynamic Noises.”(Co-PI; Tuyen Le, Principal Investigator; Barbur de los Santos and Nathan McNeese, Co-PIs), \$146,198.

National Science Foundation, ADVANCE - Institutional Transformation (2016 – 2021), “Clemson TIGERS ADVANCE Transforming the Institution through Gender Equity, Retention, and Support” (Co-PI; Robert Jones, Principal Investigator; Amy Lawton-Rauh, Margaret Ptacek, and Patrick Rosopa, Co-PIs). \$3,405,472.

Woodrow Wilson National Fellowship Foundation Dissertation Fellowship in Women's Studies (2005).

### ***Internal***

College of Business and Behavioral Science

- One-Year Accelerate Grants Program, "Faculty Time Use: Time Diary Pilot Study for NSF ADVANCE," \$43,257 (2015).
- Dean's Excellence Fund, "NSF ADVANCE Grant Proposal Seed Funding," \$9,562 (2014).
- Summer Mini-Grant, "Relative Income and Marital Conflict: The Impact of Fluctuating Income Advantages," \$4,487 (2009).
- Proposal Development Grant, "Trends in Academic Employment: Working Time, Job Satisfaction, and Productivity," \$3,000 (2008).

Department of Sociology, Anthropology, and Criminal Justice Summer Research and Teaching Innovation Program

- "Gender and Fantasy Sports Participation," \$2,500 (2014).
- "Do You Play How I Play? Gender and Fantasy Sports Participation," \$2,000 (2013).
- "Reconnecting with Alumni for Assessment and Mentoring," \$6,450 (2012).
- "Faculty Time Allocation: Trends and Outcomes," \$6,450 (2011).

Clemson University Diversity and Inclusive Excellence Grant Fund Awards

- "Southern Margins Shorts and Video Festival," \$5,000 (2016).
- "LGBTQI Event Series," \$3,500 (2013).

Women's Studies Program and Alice Paul Center for Research on Women and Gender Dissertation Fellowship, University of Pennsylvania (2005 – 2006).

### **PROFESSIONAL PRESENTATIONS** (past 7 years, full list available on request)

Rosopa, Patrick, Arelis Moore de Peralta, Alena Hofrova, Jamie M. Fynes, Phoebe Xoxakos, Katherine Brown D'Souza, and Sarah Winslow. April 2020. "Organizational Identification: A Mechanism for Organizational Transformation?" Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology in Austin, TX.

Kissane, Rebecca Joyce and Sarah Winslow. August 2019. "Fantasy Sports as Personalized, Competitive, and Contested Fandom." Paper presented at the annual meeting of the American Sociological Association in New York, NY.

Winslow, Sarah. April 2018. "Work-Life Balance and Research." Invited presentation as part of the TIGERS ADVANCE Brown Bag Series.

Kissane, Rebecca Joyce and Sarah Winslow. August 2017. "Fantasy Sports' Popularity and Their Impact on the Real Game, Sports Knowledge, Interest, Consumption, and Fanship: An Exploration of Gender Similarities and Differences." Paper presented at the annual meeting of the Society for the Study of Social Problems in Montreal, Quebec, Canada.

Kissane, Rebecca Joyce and Sarah Winslow. August 2016. "'This is as close as it gets': Men and Masculinity in Fantasy Sports." Paper presented at the annual meeting of the Society for the Study of Social Problems in Seattle, WA.

Winslow, Sarah, Adrienne Eubanks, Laura Haney, Ann Chandler Stepp, and Alexis Trumble. April 2016. "It's Time to Talk About... Sexual Assault: Student Perspectives as a Mechanism for Sexual Assault Awareness." Paper presented at the annual meeting of the Southern Sociological Society in Atlanta, GA.

Kissane, Rebecca Joyce and Sarah Winslow. August 2015. "Bonding and Abandoning: Gender, Social Interaction, and Relationships in Fantasy Sports." Paper presented at the annual meeting of the American Sociological Association in Chicago, IL.

Winslow, Sarah, Madison Allen, Laura Haney, Alexandra Stromberg, and Alexis Trumble. March 2015.

“Sexual Assault Awareness on College Campuses: Clemson's #CUconsent Campaign and the Student Perspective.” Paper presented at the annual meeting of the Southern Sociological Society in New Orleans, LA.

Perpich, Diane and Sarah Winslow. February 2015. “Women Lead: B is for Boss.” Invited presentation delivered at the South Carolina Women in Higher Education Conference in Clemson, SC.

## CLEMSON UNIVERSITY HONORS AND AWARDS

2022	Dr. Ted G. Westmoreland Award for Faculty Excellence
2018 – 2019	Selected Participant, President’s Leadership Institute
2018	Frank A. Burtner Award for Excellence in Advising
2017	D.W. Bradbury Award for Outstanding Service to the Honors College
2015	President’s Commission on the Status of Women Outstanding Woman Faculty Award

## CLEMSON UNIVERSITY SERVICE

### *Curriculum, Advising, and Student Engagement*

2020 – present	General Education Committee (ex-officio)
2020	Your First College Year (YFCY) and the College Senior Survey (CSS) Guiding Group
2010 – 2019	Student Club Advising: Sociology Club (2010 – 2014), Autism Speaks U (2013 – 2017), Hearts for the Arts (2015 – 2017), Clemson Food Collective (2018 – 2019)
2013 – 2016	Faculty-in-Residence, Honors College Living-Learning Community
2013 – 2014	Honors College First-year Student Mentor
2012 – 2014	Undergraduate Advising Coordinator, Department of Sociology and Anthropology
2011 – 2014	E-portfolio Assessment, Department of Sociology and Anthropology
2011 – 2012	University General Education E-portfolio Assessment
2009 – 2011	Sociology curriculum sub-committee, Department of Sociology and Anthropology
2007 – 2012	Graduate Program Committee, Department of Sociology and Anthropology

### *Honors, Awards, and Scholarships*

2019 – present	University Spring Awards
2015 – present	University Financial Aid Committee
2013 – present	Major Fellowships Nominating or Interview Committee: Truman Scholarship (2013, 2018, 2020), Fulbright Scholarship (2014, 2017, 2018), Marshall Scholarship (2018), Mitchell Scholarship (2018)
2008 – present	Sociology and Anthropology Departmental Representative to Honors College
2018 – 2019	Excellence in Stewardship Committee
2016 – 2018	College of Behavioral, Social, and Health Science Representative to the Calhoun Honors College Committee
2007 – 2018	Faculty Advisor, Alpha Kappa Delta Honor Society
2012	Sociology and Anthropology Departmental Representative to CBBS Honors and Awards Committee

### *University Governance and Policies*

2017 – present	Athletic Admission Review Committee
2018 – 2021	College of Behavioral, Social, and Health Science Representative to the University Academic Council
2015	2020Forward Strategic Plan Phase 2 External Reviewer
2013	Student-Athlete Academic Support Services External Review Committee

2011 – 2014	University Athletic Council
2011 – 2013	Sociology, Anthropology, and Criminal Justice Departmental Representative to CBBS Faculty Advisory Committee
2006 – 2012	Sociology and Anthropology Departmental Faculty Advisory Committee

***Personnel (positions not reporting directly to me)***

2015 – present	Clemson University Honors College Search Committee <ul style="list-style-type: none"> <li>• Director of Advising and Student Development (2015, 2022)</li> <li>• Advisor and Coordinator of Academic Initiatives (chair, 2022)</li> <li>• Communications and Engagement Director (2021)</li> <li>• Office and Budget Manager (2019)</li> </ul>
2018 – 2019	Office of Major Fellowships Search Committee (Director Search 2018, Assistant Director 2019)
2006 – 2018	Search Committee, Department of Sociology, Anthropology, and Criminal Justice <ul style="list-style-type: none"> <li>• Co-chair (three tenure-track positions), 2017 – 2018</li> <li>• Member (Department Chair), 2015 – 2016</li> <li>• Co-chair (tenure-track position), 2013</li> <li>• Member (permanent Lecturer), 2012</li> <li>• Co-chair (tenure-track position), 2006 - 2007</li> </ul>
2015	Director of Advising and Recruitment Search Committee, Honors College
2012 – 2018	Tenure, Promotion, and Reappointment Committee, Department of Sociology, Anthropology, and Criminal Justice (Committee Chair, 2014 – 2015)

***Diversity and Inclusion***

2006 – present	Women’s Studies/Women’s Leadership Steering Committee
2016 – 2018	Co-Organizer, Southern Margins Film Festival
2016 – 2017	Faculty Senate Ad Hoc Committee on Diversity and Inclusion
2012 – 2017	Sexual Violence Task Force
2013 – 2014	Co-Organizer, OutROAR LGBTQ Event Series

**GRADUATE AND UNDERGRADUATE STUDENT COMMITTEES**

***Dissertation Committee Membership (Ph.D. Candidates at Clemson University)***

Brown D’Souza, Katherine (2021). Industrial-Organizational Psychology.  
Fynes, Jamie (2018). Industrial-Organizational Psychology.  
Jordan, Katherine Ann (2018). Parks, Recreation, and Tourism Management.  
Gay, Kristen (2017). Rhetorics, Communication, and Information Design.  
Brawley, Alice (2016). Industrial-Organizational Psychology.  
Lipka, Philip (2010). Industrial-Organizational Psychology.

***Thesis Committee Chairing (M.S. in Applied Sociology, Clemson University)***

McNamara, McKenzie (2021)  
Sheets, Allison (2017)  
Jeffries, Hannah (2016)  
Gesel, Tracie (2013)  
Potter, Tylee (2010)

### **Thesis Committee Membership (M.A., M.S., and Undergraduate Departmental Honors, Clemson University)**

Xoxakos, Phoebe (2020). M.S., Industrial-Organizational Psychology.  
 Garnar, Tracy (2018). M.S., Applied Sociology.  
 Jung, Sang In (2018). M.S., Applied Sociology.  
 Dickson, Ashleigh (2016). Undergraduate Departmental Honors in Psychology.  
 Barnes, Katie (2016). M.A., Communication, Technology, and Society.  
 Xu, Jingyuan (2015). M.S., Applied Sociology.  
 Turner, Julia (2015). Undergraduate Departmental Honors in Psychology.  
 Shealy, Erin (2013). M.S., Applied Sociology.  
 Willis, Eric (2008). M.S., Applied Sociology.  
 Blackburn, C. Noelle (2007). M.S., Applied Sociology.  
 DeWard, Sarah (2007). M.S., Applied Sociology.

### **PROFESSIONAL SERVICE AND DEVELOPMENT**

2019 – 2020	ACC Academic Leaders Network
2016 – 2019	Editorial Board, <i>American Sociological Review</i>
2013 – 2015	Co-chair, Program Committee, 2015 Southern Sociological Society Annual Meeting
2012 – 2013	Program Committee, 2013 Southern Sociological Society Annual Meeting
2012 – 2013	Work and Family Researchers Network Membership Committee Chair
2012 – 2013	Kanter Award for Excellence in Work and Family Research Selection Committee
2010, 2012	Session Organizer American Sociological Association Annual Meeting
2003 – present	Reviewer, <i>American Journal of Sociology</i> ; <i>American Sociological Review</i> ; <i>Community, Work, and Family</i> ; <i>Gender &amp; Society</i> ; <i>Journal of Marriage and Family</i> ; <i>Sloan Work-Family Encyclopedia</i> ; <i>Sociology of Education</i> ; <i>Sociological Perspectives</i> ; <i>Social Forces</i> ; <i>The Sociological Quarterly</i>
2003	Editorial Coordinator, <i>American Sociological Review</i>

### **PROFESSIONAL MEMBERSHIPS**

2018 – present	National Collegiate Honors Council (NCHC)
2014 – present	University Scholarship Program Administrators Association (USPAA)
2007 – present	Member, Southern Sociological Society (SSS)
2001 – present	American Sociological Association (ASA)