

## Curriculum Vita

James E. Coverdill

June 2018

**RANK** Associate Professor (with tenure)

**TITLE** Josiah Meigs Distinguished Teaching Associate Professor

**OFFICE** Department of Sociology, 214-B Baldwin Hall, University of Georgia,  
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### EDUCATION

1991 Ph.D. Sociology, Northwestern University

1985 M.A. Sociology, Southern Illinois University at Carbondale

1981 B.A. Philosophy and Sociology, Southern Illinois University at Carbondale

### HONORS AND AWARDS

2017 "Outstanding Paper" award from the Research in Medical Education (RIME) section of the Association of American Medical Colleges (AAMC) for "Professionalism in the Twilight Zone: A Multi-Center, Mixed-Methods Study of Shift Transition Dynamics in Surgical Residencies" published in *Academic Medicine* (2016)

2008-present Josiah Meigs Distinguished Teaching Professorship, University of Georgia

2009 Excellence in Research Mentoring Award, Department of Surgery, Medical College of Georgia at Augusta University

2002-05 General Sandy Beaver Teaching Professorship, University of Georgia

2001-present Teaching Academy Membership, University of Georgia

1999 Richard B. Russell Undergraduate Teaching Award, University of Georgia

1996 Special Sandy Beaver Excellence in Teaching Award, University of Georgia

- 1995 Sarah H. Moss Fellowship, University of Georgia
- 1994-95 Fellow, Lilly Teaching Fellows Program, University of Georgia
- 1994-95 Participant, Quantitative Instruction in American Society Program (sponsored by the National Science Foundation)
- 1993 Fellow, Institute for Behavioral Research Faculty Mentoring Program, University of Georgia
- 1985-88 Research Fellow, Center for Urban Affairs and Policy Research, Northwestern University
- 1984-85 University Fellow, Northwestern University
- 1982-83 Graduate Fellow, Southern Illinois University

### **RESEARCH INTERESTS**

Work, Occupations, and Organizations; Medical Sociology; Medical Education;  
Qualitative, Quantitative, and Mixed Research Methods

### **EMPLOYMENT AND APPOINTMENTS**

- 2018-present Faculty Affiliate, Owens Institute for Behavioral Research, University of Georgia
- 2014-present Undergraduate Coordinator, Department of Sociology, University of Georgia
- 2007-present Adjunct Associate Professor of Surgery, Medical College of Georgia at Augusta University
- 2004-2007 Instructor, Global Studies Spring Semester Abroad Program in Verona, Italy (University of Georgia)
- 1999-2005 Instructor, Global Studies Summer Abroad Program in Verona, Italy (University of Georgia)
- 1998-present Associate Professor, Department of Sociology, University of Georgia
- 1998-present Faculty Affiliate, Institute for Women's Studies, University of Georgia
- 1991-98 Assistant Professor, Department of Sociology, University of Georgia
- 1989 Instructor, Department of Sociology, Northwestern University

## PROPOSALS AND FUNDING

- 2015-17 "Piloting and Evaluating OpenStax Tutor Adaptive Learning Technologies." Bill and Melinda Gates Foundation Next Generation Courseware Grant (\$306,864). Funded. A sub-award from Rice University. PI: James E. Coverdill (assumed from C. Edward Watson in 2017).
- 2016 "Card Scanner Technology for Monitoring Classroom Attendance." Learning Technologies Grant (\$5,420). Funded. Investigators: James E. Coverdill, Bradley Barnes, and Sherry Clouser.
- 2013 "Headhunters in Turbulent Economic Times." Provost's Summer Research Grant (\$5,000). Funded. Co-investigators: James E. Coverdill and William Finlay.
- 2010 "Virtual Scenarios to Teach and Assess Cultural Competency and Spiritual Concerns in the Medical College of Georgia Health Profession Curricula." Medical College of Georgia Quality Enhancement Plan Project Proposal. Not funded. PI was D. Scott Lind. Co-investigators: Andrew Al-Ahmad, Jennifer I. Carrick, James E. Coverdill, Lisa Daitch, Jeffrey Flowers, Kyle Johnsen, Candelario Laserna, Robert R. Nesbit, Mary Anne Park, Brenda B. Rosson, Lori Schumacher, Andrew Swift, and Peggy Wagner.
- 2009 "Patient-centered Strategies to Promote Effective Use of Health-history Software." Submitted 4/27/09 to the National Institutes of Health, Recovery Act Limited Competition (RC1, RFA-OD-09-003). (\$910,207 to the Medical College of Georgia; a \$123,584 subcontract to the University of Georgia). Not funded. PI was Peggy Wagner. Co-investigators: James E. Coverdill, Christine O'Meara, Yoon-Ho Seol, Kyle Johnsen, Patricia Sodomka, Sara Young, and Balgobin Nandram.
- 2009 "A Study of Breast Cancer Survivors and their Experiences with and Interpretations of Patient- and Family-Centered Care." Chairman's Research Award, Department of Surgery, Medical College of Georgia (\$9,548). Not funded. PI was James E. Coverdill. Co-investigators: Adeline Deladisma, David S. Lind, John D. Mellinger, Mary Anne Park, and Michelle A. Petrie.
- 2008 "Handoffs Between Surgeons: Understanding, Improving, and Standardizing the Transfer of Information and Responsibility." Chairman's Research Award, Department of Surgery, Medical College of Georgia (\$9,979). Funded. PI was James E. Coverdill. Co-investigators: John D. Mellinger, Walter Pipkin, Mary Anne Park, and James G. Bittner.

- 2008 "The Use of Immersive, Interactive Virtual Scenarios to Teach and Assess Patient- and Family-Centered Care in Health Professions Education." Agency for Healthcare Research and Quality R03 Small Research Grant Program (\$100,000). Not funded, submitted 2/08. PI was D. Scott Lind. Co-investigators: James E. Coverdill, Adeline M. Deladisma, Benjamin Lok, Pat Sodomka, and Peggy Wagner.
- 2004 "Duty-Hour Restrictions in Surgical Residency Programs: A Multi-Institutional and Multi-Method Study." Department of Surgery, Medical College of Georgia (\$10,000). Funded. PIs were James E. Coverdill and William Finlay. Co-investigators: John D. Mellinger and Gina L Adrales.
- 1994 "Formal Intermediaries in the Labor Market: A Study of the Match-Making and Gate-Keeping Activities of Recruiters." University of Georgia Research Foundation (\$5,550). Funded. PI was James E. Coverdill.
- 1992 "Personal Contacts and Labor-Market Success." University of Georgia Research Foundation (\$7,730). Funded. PI was James E. Coverdill.

#### **COURSES TAUGHT AT THE UNIVERSITY OF GEORGIA**

Research Seminar: Sociology of Work (graduate)  
Sociology of Work and Industry (graduate)  
Analysis and Interpretation of Sociological Data I (graduate)  
Regression Models for Categorical Dependent Variables (graduate)  
American Stratification Systems (mixed graduate and undergraduate)  
Sociology of Organizations (undergraduate)  
Sociology of Health Care (undergraduate)  
Work and Industry (undergraduate)  
Gender and Work (undergraduate)  
Medical Sociology (undergraduate)  
Sociology of Gender (undergraduate)  
Methods of Social Research (undergraduate)  
Analysis of Sociological Data (undergraduate)  
The Logic and Practice of Sociological Research (undergraduate)  
Introductory Sociology (undergraduate)  
America's Obesity Epidemic? Exploring Competing Perspectives (First Year Odyssey Seminar)  
Is Less More? The Promise and Problems of Restricting the Work Hours and Schedules of Physicians (First Year Odyssey Seminar)

#### **MANUSCRIPTS UNDER REVIEW OR IN PREPARATION**

Coverdill, James E., and John D. Mellinger. "Another New Math? Surgical Residents and the Challenge of Work-Hour Flexibility." [Under review at *Academic Medicine*.]

Coverdill, James E., and John D. Mellinger. *An Unkind Cut? Why Surgeons Struggle with Work-Hour Reforms*. [A book manuscript in preparation that draws upon multiple rounds of surveys, interviews, and ethnography. Under contract with Cornell University Press for inclusion in the series "The Culture and Politics of Health Care Work." Expected delivery: February 1, 2019.]

### BOOKS

- 2017 Coverdill, James E., and William Finlay. *High Tech and High Touch: Headhunters, Technology, and Economic Transformation*. Ithaca, NY: Cornell University Press.
- 2002 Finlay, William, and James E. Coverdill. *Headhunters: Matchmaking in the Labor Market*. Ithaca, NY: Cornell University Press.

### BOOK CHAPTERS, REVIEWS, AND REVIEW ESSAYS

- 2014 Coverdill, James E., and William Finlay. "Contingency Headhunters: What They Do – and What Their Activities Tell Us About Jobs, Careers, and the Labor Market." A chapter in *The Oxford Handbook of Job Loss and Job Search*, edited by Ute-Christine Klehe and Edwin A. J. van Hooft. Oxford University Press.
- 2008 Coverdill, James E. Review of *Mixed Method Data Collection Strategies* by William G. Axinn and Lisa D. Pearce. *Social Forces* 87(1):617-19.
- 2007 Finlay, William, and James E. Coverdill. "Afterward." A new chapter to accompany the paperback edition of *Headhunters: Matchmaking in the Labor Market*. Ithaca, NY: Cornell University Press.
- 2000 Coverdill, James E. Review essay titled "Of Time, Work, and Family." *Qualitative Sociology* 23:231-40.
- 1997 Coverdill, James E. "White Ethnic Identification and Racial Attitudes." Pp. 144-64 in Steven A. Tuch and Jack K. Martin (eds.), *Racial Attitudes in the 1990s: Continuity and Change*. Westport, CT: Praeger.

### PEER REVIEWED ARTICLES

- 2018 Coverdill, James E., Jeff Scott Shelton, Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "The Promise and Problems of Non-Physician Practitioners in General Surgery Education: Results of a Multi-Center, Mixed-Methods Study of Faculty." *The American Journal of Surgery*. 215(2): 222-226.

- 2018 Coverdill, James E., Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "Assessing the 16 Hour Intern Shift Limit: Results of a Multi-Center, Mixed-Methods Study of Residents and Faculty in General Surgery." *The American Journal of Surgery*. 215(2):326-330.
- 2016 Coverdill, James E., Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "Professionalism in the Twilight Zone: A Multi-Center, Mixed-Methods Study of Shift Transition Dynamics in Surgical Residencies." *Academic Medicine* 91(11):S31-S36.
- 2012 Phillips, Scott, Laura Potter, and James E. Coverdill. "Disentangling Victim Gender and Capital Punishment: The Role of Media." *Feminist Criminology* 7(2):130-145.
- 2011 Coverdill, James E., James. G. Bittner IV, Mary Anne Park, Walter L. Pipkin, and John D. Mellinger. "Fatigue as Impairment or Educational Necessity? Insights into Surgical Culture." *Academic Medicine* 86(10):S69-S72.
- 2011 Coverdill, James E., Alfredo M. Carbonell, Thomas H. Cogbill, Jonathan Fryer, George M. Fuhrman, Kristi Harold, Jonathan R. Hiatt, Richard A. Moore, Don K. Nakayama, M. Timothy Nelson, Marc Schlatter, Richard A. Sidwell, John L. Tarpley, Paula M. Termuhlen, Christopher Wohltmann, and John D. Mellinger. "Professional Values, Value Conflicts, and Assessments of the Duty-hour Restrictions after Six Years: A Multi-institutional Study of Surgical Faculty and Residents." *The American Journal of Surgery* 201(1):16-23.
- 2011 Coverdill, James E., Carlos A. López, and Michelle A. Petrie. "Race, Ethnicity, and the Quality of Life in America, 1972 - 2008." *Social Forces* 89(3):783-806.
- 2010 Petrie, Michelle A., and James E. Coverdill. "Who Lives and Dies on Death Row? Race, Ethnicity, and Post-Sentence Outcomes in Texas." *Social Problems* 57(4):630-52.
- 2010 Coverdill, James E., Alfredo M. Carbonell, Jonathan Fryer, George M. Fuhrman, Kristi Harold, Jonathan R. Hiatt, Benjamin T. Jarman, Richard A. Moore, Don K. Nakayama, M. Timothy Nelson, Marc Schlatter, Richard A. Sidwell, John L. Tarpley, Paula M. Termuhlen, Christopher Wohltmann, and John D. Mellinger. "A New Professionalism? Surgical Residents, Duty-hour Restrictions, and Shift Transitions." *Academic Medicine* 85(10):S72-S75.

- 2009 Willis, Ross E., James E. Coverdill, John D. Mellinger, J. Craig Collins, John R. Potts III, and Daniel L. Dent. "Views of Surgery Program Directors on the Current ACGME and Proposed IOM Duty-Hour Standards." *Journal of Surgical Education* 66(4):216-21.
- 2008 Bittner, James G., James E. Coverdill, Toufic Imam, Adeline M. Deladisma, Michael A. Edwards, and John D. Mellinger. "Do Increased Training Requirements in Gastrointestinal Endoscopy and Advanced Laparoscopy Necessitate a Paradigm Shift? A Survey of Program Directors in Surgery." *Journal of Surgical Education* 65(6):418-30.
- 2007 Coverdill, James E., and Pierre Oulevey. "Getting Contingent Work: Insights into On-Call Work, Matching Processes, and Staffing Technology from a Study of Substitute Teachers." *The Sociological Quarterly* 48: 533-57.
- 2006 Coverdill, James E., Gina L. Adrales, William Finlay, John D. Mellinger, Kimberly D. Anderson, Bruce W. Bonnell, Joseph B. Cofer, Douglas B. Dorner, Carl Haisch, Kristi L. Harold, Paula M. Termuhlen, and Alexandra L. B. Webb. "How Surgical Faculty and Residents Assess the First Year of the ACGME Duty-Hour Restrictions: Results of a Multi-institutional Study." *The American Journal of Surgery* 191: 11-16.
- 2006 Coverdill, James E., William Finlay, Gina L. Adrales, John D. Mellinger, Kimberly D. Anderson, Bruce W. Bonnell, Joseph B. Cofer, Douglas B. Dorner, Carl Haisch, Kristi L. Harold, Paula M. Termuhlen, and Alexandra L. B. Webb. "Duty-Hour Restrictions and the Work of Surgical Faculty: Results of a Multi-institutional Study." *Academic Medicine* 81(1): 50-56.
- 2003 Rojek, Dean G., James E. Coverdill, and Stuart W. Fors. "The Effect of Victim Impact Panels on DUI Rearrest Rates: A Five-Year Follow-Up." *Criminology* 41(4).
- 2000 Finlay, William and James E. Coverdill. "Risk, Opportunism, and Structural Holes: How Headhunters Manage Clients and Earn Fees." *Work and Occupations* 27: 377-405.
- 1999 Finlay, William, and James E. Coverdill. "The Search Game: Organizational Conflicts and the Use of Headhunters." *The Sociological Quarterly* 40:11-30.
- 1998 Coverdill, James E., and William Finlay. "Fit and Skill in Employee Selection: Insights from a Study of Headhunters." *Qualitative Sociology* 21:105-27.
- 1998 Coverdill, James E. "Personal Contacts and Post-hire Job Outcomes: Theoretical and Empirical Notes on the Significance of Matching Methods." *Research in Social Stratification and Mobility* 16:247-69.
- 1996 Coverdill, James E., and Joan Marie Kraft. "Enrollment, Employment, and the Risk and Resolution of a First Premarital Pregnancy." *Social Science Quarterly* 77(1):43-59.

- 1996 Coverdill, James E., Joan Marie Kraft, and Kelly Shannon Manley. "Employment History, the Sex Typing of Occupations, Pay, and Change in Gender-Role Attitudes: A Longitudinal Study of Young Married Women." *Sociological Focus* 29:47-60.
- 1995 Coverdill, James E., and William Finlay. "Understanding Mills Via Mill-type Methods: An Application of Qualitative Comparative Analysis to a Study of Labor Management in Southern Textile Manufacturing." *Qualitative Sociology* 18(4):457-78.
- 1994 Kraft, Joan Marie, and James E. Coverdill. "Employment and the Use of Birth Control by Sexually Active Single Hispanic, Black, and White Women." *Demography* 31(4):593-602.
- 1994 Coverdill, James E., William Finlay, and Jack K. Martin. "Labor Management in the Southern Textile Industry: Comparing Qualitative, Quantitative, and Qualitative-Comparative Analyses." *Sociological Methods and Research* 23(1):54-85.
- 1988 Coverdill, James E. "The Dual Economy and Sex Differences in Earnings." *Social Forces* 66(4): 970-93.
- 1986 Shortell, Steven M., Ellen M. Morrison, Susan L. Hughes, Bernard Friedman, James Coverdill, and Lee Berg. "The Effects of Hospital Ownership on Nontraditional Services." *Health Affairs* 5(4): 97-111.

#### **PAPERS PRESENTED AT PROFESSIONAL MEETINGS**

- 2017 Coverdill, James E., Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "Assessing the 16 Hour Intern Shift Limit: Results of a Multi-Center, Mixed-Methods Study of Residents and Faculty in General Surgery." Presented at the annual meeting of the Association for Surgical Education in San Diego, CA.
- 2017 Clouser, Sherry A., Matthew Wicker, James E. Coverdill, Dongho Kim, and Bradley James Barnes. "Attendance matters! Using Brightspace APIs and Barcode Scanners to Take Attendance in Large Classes." Fusion 2017: Brightspace by D2L International Users Conference, Las Vegas, NV.
- 2017 Coverdill, James E., Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "The Promise and Problems of Non-Physician Practitioners in General Surgery Education: Results of a Multi-Center, Mixed-Methods Study of Faculty." Presented at the annual meeting of the Association for Surgical Education in San Diego, CA.

- 2017 Clouser, Sherry A., Matthew Wicker, James E. Coverdill, Dongho Kim, and Bradley James Barnes. "Scan and Synchronize: Recording Attendance in Brightspace." University System of Georgia Annual Computing Conference, Eatonton, GA.
- 2016 Coverdill, James E., Adnan Alseidi, David C. Borgstrom, Daniel L. Dent, Russell D. Dumire, Jonathan Fryer, Thomas H. Hartranft, Steven B. Holsten, M. Timothy Nelson, Mohsen Shabahang, Stanley Sherman, Paula M. Termuhlen, Randy J. Woods, and John D. Mellinger. "Professionalism in the Twilight Zone: A Multi-Center, Mixed-Methods Study of Shift Transition Dynamics in Surgical Residencies." Presented at the annual meeting of the Association of American Medical Colleges, Research in Medical Education (RIME), Seattle, WA.
- 2016 Towe, Lawrence M., and James E. Coverdill. "Recycle or Landfill? Assessing the Efficacy of a Green-Themed Intervention for Recycling Behavior Accuracy in University Freshman Dorms." Presented at the annual meeting of the Southern Sociological Society, Atlanta, GA.
- 2015 Coverdill, James E., and William Finlay. "Why Do Headhunters Exist in the LinkedIn Era?" Presented at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- 2014 Coverdill, James E., and Aubrey M. Denmon. "Medicalized Enhancement as Rationalization: College Students and the Informal Use of ADHD Medications." Presented at the annual meeting of the Southern Sociological Society, Charlotte, NC.
- 2014 Denmon, Aubrey M., and James E. Coverdill. "Experiencing and Managing Stigma: Insights from College Students Diagnosed with ADHD." Presented at the annual meeting of the Southern Sociological Society, Charlotte, NC.
- 2013 Coverdill, James E. "Work Shifts and Shifting Work: Workloads Among Academic Surgeons Following Resident Work Hour Reforms." Presented at the annual meeting of the American Sociological Association, New York City, NY.
- 2012 Coverdill, James E. "Impediments to Fatigue-Reducing Reforms: Medical Records and Patient Handovers Among Academic Surgeons." Presented at the annual meeting of the American Sociological Association, Denver, CO.
- 2011 Coverdill, James E., James G. Bittner IV, Mary Anne Park, Walter L. Pipkin, and John D. Mellinger. "Fatigue as Impairment or Educational Necessity? Insights into Surgical Culture." Presented at the annual meeting of the Association of American Medical Colleges, Research in Medical Education (RIME), Denver, CO.

- 2011 Petrie, Michelle A., and James E. Coverdill. "Last Statements on Texas's Death Row: A Study of Offender, Victim and Crime Attributes." Presented at the annual meeting of the Southern Sociological Society, Jacksonville, FL.
- 2010 Phillips, Scott, Laura Potter, and James E. Coverdill. "Gender, Media, and Death in the Capital of Capital Punishment." Presented at the annual meeting of the American Society of Criminology, San Francisco, CA.
- 2010 Coverdill, James E., Alfredo M. Carbonell, Jonathan Fryer, George M. Fuhrman, Kristi Harold, Jonathan R. Hiatt, Benjamin T. Jarman, Richard A. Moore, Don K. Nakayama, M. Timothy Nelson, Marc Schlatter, Richard A. Sidwell, John Tarpley, Paula M. Termuhlen, Christopher Wohltmann, and John D. Mellinger. "A New Professionalism? Surgical Residents, Duty-hour Restrictions, and Shift Transitions." Presented at the annual meeting of the Association of American of Medical Colleges, Research in Medical Education (RIME), Washington, D.C.
- 2010 Coverdill, James E., Alfredo M. Carbonell, Thomas H. Cogbill, Jonathan Fryer, George M. Fuhrman, Kristi Harold, Jonathan R. Hiatt, Richard A. Moore, Don K. Nakayama, M. Timothy Nelson, Marc Schlatter, Richard A. Sidwell, John Tarpley, Paula M. Termuhlen, Christopher Wohltmann, and John D. Mellinger. "Educating Across a Values and Perceptual Divide? Duty-hour Restrictions after Six Years: A Multi-institutional Study of Surgical Faculty and Residents." Presented at the annual meeting of the Association for Surgical Education in San Antonio, TX.
- 2010 Petrie, Michelle A., and James E. Coverdill. "Race Differences in Perceived Environmental Threat." Presented at the annual meeting of the Southern Sociological Society, Atlanta, GA.
- 2009 Coverdill, James E., and John D. Mellinger. "Modeling Systems-based Practice and Communication Competencies: Insights from an Ethnographic Study of a General Surgery Program." Presented at the annual meeting of the Association of American Medical Colleges, Research in Medical Education (RIME), Boston, MA.
- 2009 Coverdill, James E., Carlos A. López, and Michelle A. Petrie. "Race, Ethnicity, and the Quality of Life in America, 1972 - 2006." Presented at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- 2008 Petrie, Michelle A., and James E. Coverdill. "Executions and Commutations for Capital Crimes: How Race, Ethnicity, and Victim Gender Pattern Post-Sentence Outcomes." Presented at the annual meeting of the American Sociological Association, Boston, MA.

- 2008 Gilbert, Linda S., Marie C. Boudreau, James E. Coverdill, Melissa Freeman, Linda Harklau, Sherry Lowrance, Christina Joseph, and Judith Preissle. "Faculty Learning Community: Experiences with Qualitative Data Analysis Software." Presented at the annual meeting of the International Congress of Qualitative Inquiry, Urbana-Champaign, IL.
- 2008 Bittner, James G., James E. Coverdill, Toufic Imam, Michael A. Edwards, Adeline M. Deladisma, D. Scott Lind, and John D. Mellinger. "Increased Training Requirements in Gastrointestinal Endoscopy and Laparoscopy Necessitate a Paradigm Shift: A Survey of Program Directors in Surgery." Presented at the annual meeting of the Association of Program Directors in Surgery, Toronto, Canada.
- 2006 Coverdill, James E., William Finlay, John D. Mellinger, and Gina L. Adrales. "The Rationalization of Time and the Bureaucratization of Professional Work." Presented at the annual meeting of the American Sociological Association, Montreal, Quebec, Canada.
- 2006 Coverdill, James E., William Finlay, Gina L. Adrales, and John D. Mellinger. "Work-Hour Restrictions and the Training of New Surgeons: The Unraveling of the Reciprocity Bargain in U.S. Hospitals." Presented at the annual meeting of the International Sociological Association's World Congress of Sociology, Durban, South Africa.
- 2005 Coverdill, James E., William Finlay, Gina L. Adrales, John D. Mellinger, Kimberly D. Anderson, Bruce W. Bonnell, Joseph B. Cofer, Douglas B. Dorner, Carl Haisch, Kristi L. Harold, Paula M. Termuhlen, and Alexandra L. B. Webb. "Challenges to Professional Socialization: The Case of Surgical Residencies and Duty-Hour Restrictions." Presented at the annual meeting of the American Sociological Association, Philadelphia, PA.
- 2005 Coverdill, James E., Gina Adrales, William Finlay, John Mellinger, Kim Anderson, Bruce Bonnell, Joe Cofer, Douglas Dorner, Carl Haisch, Kristi Harold, Paula Termuhlen, and Alexandra Webb. "How Surgical Faculty and Residents Assess the First Year of the ACGME Duty-Hour Restrictions: Results of a Multi-institutional Study." Presented at the annual meeting of the Association for Surgical Education, New York, NY.
- 2004 Coverdill, James E., and Pierre Oulevey. "Insights into Contingent, On-Call Work and Matching Processes from a Study of Substitute Teachers." Presented at the annual meeting of the American Sociological Association, San Francisco, California.
- 1998 Coverdill, James E., and William Finlay. "No One Hires Paper: The Role of Credentials and Chemistry in Employee Selection." Presented at the annual meeting of the Midwest Sociological Society Meetings, Kansas City, Missouri.

- 1998 Coverdill, James E., and William Finlay. "The Social Construction of Candidate Fit and the Dynamics of Third-Party Impression Management During the Employee-Selection Process: Insights from a Study of Headhunters." Presented at the annual meeting of the Midwest Sociological Society Meetings, Kansas City, Missouri.
- 1997 Coverdill, James E., and William Finlay. "Insights into the Character, Importance, and Manipulation of Candidate Fit from a Study of Headhunters." Presented at the annual meeting of the American Sociological Association, Toronto, Canada.
- 1997 Finlay, William, and James E. Coverdill. "Headhunters, Organizational Relationships, and the Externalization of Search." Presented at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- 1995 Coverdill, James E., and William Finlay. "Visible Hands in Labor Markets: Headhunters as Market-based Alternatives to Personal Contacts." Presented at the annual meeting of the American Sociological Association, Washington, D.C.
- 1995 Coverdill, James E., Joan Marie Kraft, and Kelly Shannon Manley. "Do 'Women's Jobs' Make Women More Gender Traditional? A Longitudinal Assessment of the Link Between Occupational Segregation by Sex and Women's Perceptions of Appropriate Gender Roles." Presented at the annual meeting of the Southern Sociological Society, Atlanta, GA.
- 1994 Coverdill, James E., and William Finlay. "The Informality of Formal Intermediaries: Headhunters as Professional Personal Contacts." Presented at the International Sunbelt Social Network Conference, New Orleans, LA.
- 1993 Coverdill, James E. "White Ethnic Identification and Racial Attitudes." Presented at the annual meeting of the American Sociological Association, Miami Beach, FL.
- 1992 Coverdill, James E. "Personal Contacts and Post-Hire Labor Market Outcomes." Presented at the annual meeting of the American Sociological Association, Pittsburgh, PA.
- 1991 Kraft, Joan Marie, and James E. Coverdill. "Employment, Job Characteristics, and the Use of Birth Control by Sexually Active, Never-Married Black, Hispanic, and White Women." Presented at the annual meeting of the American Sociological Association, Cincinnati, OH.
- 1990 Coverdill, James E. "Personal Contacts and Youth Employment." Presented at the annual meeting of the American Sociological Association, Washington, D.C.
- 1985 Coverdill, James E. "The Dual Economy and Sex Differences in Earnings." Presented at the annual meeting of the American Sociological Association, Washington, D.C.

## **OTHER PROFESSIONAL ACTIVITIES**

Ad-hoc manuscript reviewer for *Academic Medicine*, *Acta Sociologica*, *American Journal of Sociology*, *American Sociological Review*, *BMI Medical Education*, *Educational Researcher*, *International Journal of Nursing Practice*, *JAMA*, *Journal of Contemporary Ethnography*, *Journal of General Internal Medicine*, *Qualitative Sociology*, *Research in Social Stratification and Mobility*, *Social Forces*, *Social Problems*, *Social Psychology Quarterly*, *Social Science Quarterly*, *Social Science Research*, *Sociological Focus*, *Sociological Forum*, *Sociological Methods & Research*, *Sociological Quarterly*, *Teaching and Learning in Medicine*, and *Work & Occupations*.

## **MEMBERSHIPS**

American Sociological Association  
Southern Sociological Society