

# PHILIP J. BADAWY

September 2022  
pbadawy@ualberta.ca

## EMPLOYMENT

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**University of Alberta** 2022 –  
Assistant Professor, Department of Sociology

## EDUCATION

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**University of Toronto** 2022  
Ph.D. in Sociology  
*Dissertation:* The “Holy Grail” of the Work-Family Interface? When and How Schedule Control Functions as a Resource  
*Committee:* Scott Schieman (supervisor), Melissa Milkie, Markus Schafer  
*Comprehensive Exams:* Health and Mental Health, Quantitative Methods

**McMaster University** 2016  
Master of Arts in Sociology

**McMaster University** 2015  
Honours Bachelor of Arts in Social Psychology

## RESEARCH INTERESTS

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Work and Stratification; Job Qualities; Work-Family Life; Mental Health; Quantitative Methods; Research Methods; Social Psychology; Aging and Life Course

## PUBLICATIONS

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**Badawy, Philip, J.** Accepted for publication. “Unequal Upsides? Status-Based Inequalities in the Relationship between Schedule Control and Job Pressure.” *Social Problems*.

Schieman, Scott, Quan Mai, and **Philip J. Badawy**, and Jasmine Kang. Accepted for publication. “A Forced Vacation? The Psychological Effects of Being Temporarily Laid Off During the COVID-19 Pandemic.” *Work and Occupations*.

Schieman, Scott, **Philip J. Badawy**, and Daniel Hill. 2022. “Did Perceptions of Work-Life Culture Change During the COVID-19 Pandemic?” *Journal of Marriage and Family* 1-18.

**Badawy, Philip J.,** and Scott Schieman. 2021. “Controlling or Channeling Demands? Schedule Control, Job Pressure, and the Work-Family Interface.” *Work and Occupations* 48(3):320-352. **\*Nominated for the 2022 Rosabeth Kanter Award for Excellence in Work-Family Research (1 of 17 nominees out of 2,500 considered).**

**Badawy, Philip J.,** and Scott Schieman. 2021. “With Greater Power comes Greater Stress? Authority, Supervisor Support, and Work-Family Strains.” *Journal of Marriage and Family* 83(1):40-56. **\*Best Student Paper Award for the Work, Professions, and Occupations research cluster at the CSA.**

Schieman, Scott, **Philip J. Badawy,** Melissa Milkie, and Alex Bierman. 2021. “Work-Life Conflict during the COVID-19 Pandemic.” *Socius* 7:1-19.

Narisada, Atsushi, **Philip J. Badawy,** and Scott Schieman. 2021. “Downloaded Work, Sideloaded Work, and Financial Circumstances: The Contemporary Worker’s Experience of Equity and Need Principles.” *Social Justice Research* 34, 146-172.

**Badawy, Philip J.,** and Scott Schieman. 2020. “Control and the Health Effects of Work-Family Conflict: A Longitudinal Test of Generalized versus Specific Stress Buffering.” *Journal of Health and Social Behavior* 61(3):324-341.

**Badawy, Philip J.,** and Scott Schieman. 2020. “When Family Calls: How Gender, Money, and Care Shape the Relationship between Family Contact and Family-to-Work Conflict.” *Journal of Family Issues* 41(8):1188-1213.

Schieman, Scott, and **Philip J. Badawy.** 2020. “The Status Dynamics of Role Blurring in the Time of Covid-19.” *Socius* 6:1-14. **\*Nominated for the 2021 Rosabeth Kanter Award for Excellence in Work-Family Research (1 of 16 nominees out of 2,500 considered).**

**Badawy, Philip J.,** Markus Schafer, and Haosen Sun. 2019. “Relocation and Network Turnover in Later Life: How Distance Moved and Functional Health are Linked to a Changing Social Convoy.” *Research on Aging* 41(1):54-84.

## **MANUSCRIPTS UNDER REVIEW AND IN PROGRESS**

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**Badawy, Philip J.,** and Scott Schieman. “The Countervailing Mechanisms that Link Challenging Work to Health.” Revise and Resubmit at *Journal of Health and Social Behavior*.

Schieman, Scott, Daniel Hill, and **Philip J. Badawy.** “Authentic Support or Lip Service? What Employees Think about Work-Life Culture.” Manuscript in preparation.

Schieman, Scott, **Philip J. Badawy**, Atsushi Narisada, and Daniel Hill. “‘It's not worth it!’ How the Stress of Higher Status Contributes to Advancement Hesitancy.” Manuscript in preparation.

Schieman, Scott, **Philip J. Badawy**, Paul Glavin, and Alex Bierman. “When Workers Contemplate their Departure: Turnover Intention During the COVID-19 Pandemic.” Manuscript in preparation.

Schieman, Scott, **Philip J. Badawy**, and Lei Chai. “Mismatch Stress: Are Unrealized Work Time Preferences Associated with Health?” Manuscript in preparation.

## **MEDIA PUBLICATIONS**

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Schieman, Scott, **Philip J. Badawy**, and Daniel Hill. “‘Because I can.’ Multi-tasking while working from home makes people feel like ‘winners,’ survey finds.” *Toronto Star*, December 18, 2021.

Schieman, Scott, **Philip J. Badawy**, and Daniel Hill. “Will Ontario’s new law that gives employees the right to ‘clock out’ after work hours have any teeth?” *Toronto Star*, December 11, 2021.

Schieman, Scott, **Philip J. Badawy**, and Daniel Hill. “Work-life balance more talk than walk, survey followup finds” *Toronto Star*, October 30, 2021.

Schieman, Scott, and **Philip J. Badawy**. “Will you pay a professional price for working from home?” *Toronto Star*, August 28, 2021.

Schieman, Scott, and **Philip J. Badawy**. “Remote work makes communication with co-workers harder. Can it be fixed?” *Toronto Star*, August 21, 2021.

## **SCHOLARSHIPS AND ACADEMIC AWARDS**

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Doctoral Completion Award, \$8,220	<b>2021 – 2022</b>
Ontario Graduate Scholarship, \$15,000	<b>2021 – 2022</b>
Social Sciences and Humanities Research Council, \$40,000	<b>2019 – 2021</b>
Program Summer Level Fellowship, \$2,028	<b>2020</b>
Doctoral Completion Award, \$1,000	<b>2020</b>
Ontario Graduate Scholarship (Declined)	<b>2019 – 2020</b>
Best Student Paper Award: Work, Professions, and Occupations section, <i>Canadian Sociological Association</i>	<b>2019</b>
Program Summer Level Fellowship, \$2,500	<b>2019</b>

Graduate Student Conference Grant, \$505	2019
Ontario Graduate Scholarship, \$15,000	2018 – 2019
Graduate Student Conference Grant, \$1,000	2018
School of Graduate Studies Conference Grant, \$580	2018
University of Toronto Outstanding Admissions Award, \$6,000	2016
McMaster University Graduate Scholarship, \$10,000	2015
Valedictorian for McMaster University’s Faculty of Social Sciences	2015
University Prize for Special Achievement, \$500	2015
The Bruce M. Hamilton Award, \$1,000	2015
The Frank E. Jones Prize, \$100	2015
The Dr. Harry Lyman Hooker Scholarships, \$1,500	2014
The University (Senate) Scholarships, \$800	2013
The University (Senate) Scholarships, \$800	2012
The McMaster Honour Award, Level 3, \$1,200	2011

## RESEARCH PRESENTATIONS

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**Badawy, Philip J.**, and Scott Schieman. 2022. “The Countervailing Mechanisms that Link Challenging Work to Health.” 17<sup>th</sup> International Conference on Social Stress Research, June 4-6, Savannah, GA.

Scott Schieman, **Philip J. Badawy**, and Daniel Hill. 2022. “Did Perceptions of Work-Life Culture Change During the COVID-19 Pandemic?” Population Association of America, April 9, Atlanta, GA.

**Badawy, Philip, J.** 2021. “Unequal Upsides? Job Pressure and the Status-Based Inequalities in the Resource Functions of Schedule Control.” American Sociological Association, August 10-14, Virtual.

**Badawy, Philip J.**, and Scott Schieman. 2021. “How Challenging Work Affects Health: Job Pressure, Work-Family Strains, and Mastery as Competing Mechanisms.” Canadian Sociological Association, May 31-June 4, Edmonton, Alberta.

Narisada, Atsushi, **Philip J. Badawy**, and Scott Schieman. 2021. “Downloaded Work, Sideloaded Work, and Financial Circumstances: The Contemporary Worker’s Experience of Equity and Need Principles.” Canadian Sociological Association, May 31-June 4, Edmonton, Alberta.

**Badawy, Philip, J.** 2020. “Unequal Upsides? Job Pressure and the Status Based Inequalities in the Resource Functions of Schedule Control.” Work, Stratification, and Markets workshop, October 28, Toronto, ON.

**Badawy, Philip J.,** and Scott Schieman. 2020. "Control and the Health Effects of Work-Family Conflict: A Longitudinal Test of Generalized versus Specific Stress Buffering." American Sociological Association, August 8-11, San Francisco, CA. (Virtual conference due to COVID-19).

**Badawy, Philip J.,** and Scott Schieman. 2020. "Leave Family at the Door: The Consequences of the Ideal Worker Norm for Work-Family Life and Health." 17<sup>th</sup> International Conference on Social Stress Research, June 6-8, Savannah, GA. (Conference postponed due to COVID-19).

Scott Schieman, Atsushi Narisada, and **Philip J. Badawy.** 2020. "A Higher Rung on the Ladder? How Perceptions of Local and Societal Inequality Shape the Relationship between Subjective Social Status and Mental Health in Canada." 17<sup>th</sup> International Conference on Social Stress Research, June 6-8, Savannah, GA. (Conference postponed due to COVID-19).

**Badawy, Philip J.,** and Scott Schieman. 2020. "Leave Family at the Door: The Consequences of the Ideal Worker Norm for Work-Family Life and Health." Canadian Sociological Association, June 3-6, London, ON. (Conference cancelled due to COVID-19).

**Badawy, Philip J.,** and Scott Schieman. 2020. "Leave Family at the Door: The Consequences of the Ideal Worker Norm for Work-Family Life and Health." Work, Stratification, and Markets workshop, January 23, Toronto, ON.

**Badawy, Philip J.,** and Scott Schieman. 2019. "When Family Calls: How Gender, Money, and Care Shape the Relationship between Family Contact and Family-to-Work Conflict." American Sociological Association, August 10-13, New York, NY.

**Badawy, Philip J.,** and Scott Schieman. 2019. "With Greater Power comes Greater Stress? Authority, Supervisor Support, and Work-Family Strains." Canadian Sociological Association, June 1-4, Vancouver. **\*Best Student Paper Award for the Work, Professions, and Occupations research cluster at the CSA.**

**Badawy, Philip J.,** and Scott Schieman. 2018. "Controlling or Channeling Demands? Schedule Control, Job Pressure, and the Work-Family Interface." GATE 3<sup>rd</sup> Annual Research Roundtable on Gender and the Economy, November 15, Rotman School of Management.

**Badawy, Philip J.,** Markus Schafer, and Haosen Sun. 2019. "Relocation and Network Turnover in Later Life: How Distance Moved and Functional Health are Linked to a

Changing Social Convoy.” American Sociological Association, August 11-14, Philadelphia, PA.

**Badawy, Philip J.,** Markus Schafer, and Haosen Sun. 2018. “Relocation and Network Turnover in Later Life: How Distance Moved and Functional Health are Linked to a Changing Social Convoy.” Toronto Inequality Workshop, February 8, Toronto, ON.

**Badawy, Philip J.,** and Scott Schieman. 2018. “Controlling or Channeling Demands? Schedule Control, Job Pressure, and the Work-Family Interface.” XIX ISA World Congress of Sociology, July 15-21, Toronto, ON.

**Badawy, Philip J.,** and Scott Schieman. 2018. “Controlling or Channeling Demands? Schedule Control, Job Pressure, and the Work-Family Interface.” 16<sup>th</sup> International Conference on Social Stress Research, June 2-4, Athens, Greece.

**Badawy, Philip J.** 2016. “Emergence of Hierarchies in Pick-up Basketball: A Consideration of Perceptions and Skill-Level.” Annual Qualitative Conference, May 11-13, Brock University.

**Badawy, Philip J.,** Jocelyn Lau, Alana Amlinger, and David McGuire. 2015. “Gender Socialization and the Recognition of Visual Cues in the Media.” Undergraduate Thesis Poster Presentation, April 2015, McMaster University.

## TEACHING

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### **Course Instructor**

*University of Alberta*

SOC315: Introduction to Social Methodology

SOC363: Sociology of Work and Industry

### **Course Instructor**

*University of Toronto*

SOC252: Intermediate Quantitative Methods in Sociology

SOC227: Sociology of Work and Occupations

## PROFESSIONAL AND COMMUNITY SERVICE

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### **Mentoring and Managing**

Work-study student on manuscript preparation

Graduate Sociology Students’ Association peer mentor to incoming graduate students

Work-study students for data management

M.A. student for qualitative sample selection

Work-study students for codebook development and policy brief

### **Invited Talks**

- “Schedule Control and the Work-Family Interface.” February 10, 2022, St. Mary’s University
- “Working as a Research Assistant — Panel Discussion.” October 8, 2021, University of Toronto.
- “Sociology Roundtable on Publishing as a Graduate Student.” February 2, 2021, University of Toronto.
- “Graduate School Information Session.” November 5, 2020. Saint Mary’s University.
- “Working as a Research Assistant — Panel Discussion.” October 2, 2020, University of Toronto.
- “Student Research Panel.” April 6, 2020, McMaster University.
- “Career and Alumni Night with the Social Psychology Society.” March 12, 2020, McMaster University. (Cancelled due to COVID-19).
- “Networking Skills: Active Interactions with Scholarly Communities.” December 9, 2019, University of Toronto Professionalization Seminar.
- “Practicum Talk.” April 15, 2019, University of Toronto.
- “Career and Alumni Night with the Social Psychology Society.” March 15, 2019, McMaster University.
- “Antecedents and Consequences of Distributive Justice.” November 20, 2018, University of Toronto.
- “Time Management: The Ph.D. Program & Life.” October 15, 2018, University of Toronto Professionalization Seminar.
- “Career and Alumni Night with the Social Psychology Society.” March 5, 2018, McMaster University.

**Committee Member: Kanter award for Excellence in Work-Family Research** 2022

**Committee Member: Chair Search in Department of Sociology** 2020  
University of Toronto, St. George

### **Conference Session Organizer**

*Canadian Sociological Association* 2019, 2022  
“Work, Stress, and Health” (Chair)

### **Reviewer**

*Social Forces, Journal of Health and Social Behavior, Work and Occupations, Social Problems, Society and Mental Health, Social Science Research, Research on Aging,*

*Journal of Family Issues, Journal of Family Research, Health Sociology Review,  
Canadian Review of Sociology, Social Currents, Community, Work & Family*

**Crisis Line Volunteer for Suicide Prevention Services**

**2013 – 2015**

*Hamilton Salvation Army*

**PROFESSIONAL AFFILIATIONS**

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American Sociological Association (ASA)

**2016–**

*Mental Health Section*

*Mentorship program*

Canadian Sociological Association (CSA)

**2016–**

*Mental Health Cluster*

*Work, Professions, and Occupations Cluster*

McMaster Graduate Student Caucus

**2015 – 2016**

*Sociology Research Ethics Committee*

*Social Science Graduate Curriculum and Policy*

*Mentoring Program*