

## **STEVEN A. BOUTCHER**

Law and Society Association  
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### **CURRENT APPOINTMENTS**

Law and Society Association  
Executive Officer (2018 – present)

University of Massachusetts, Amherst  
Research Associate Professor, Institute for Social Science Research (2023-present)  
Research Affiliate, Center for Employment Equity (2018 – present)

### **PREVIOUS APPOINTMENTS**

University of Massachusetts, Amherst  
Senior Research Fellow, Institute for Social Science Research (2017-2023)  
Executive Director, Center for Employment Equity (2017-2018)  
Assistant Professor, Department of Sociology and Public Policy (2010-2017)

Georgetown University Law Center  
Research Fellow, Center for the Study of the Legal Profession (2009-2010)

### **EDUCATION**

Ph.D., Sociology, University of California, Irvine, 2010  
M.A., Sociology, University of California, Irvine, 2005  
B.A., Political Science, The Ohio State University, 2002

### **GRANTS**

Rajah, Jothie (PI), Tera Agyepong, Steven Boutcher (Co-PIs). “Law and Social Science Fellowship and Mentoring Program on Law & Inequality.” *National Science Foundation*, **\$356,971** (2023-2026).

Ballakrishnen, Swethaa (PI), Steven Boutcher, Carole Silver, and Tony Paik (Co-PIs). “Diversity and Networking in Law School: Are Law Students from Diverse Backgrounds Disadvantaged?” *National Science Foundation*, **\$511,230** (2022-2025).

Darian-Smith, Eve (PI), Steven Boutcher, Dee Smythe, David Trubek, Manuel Gomez (Co-PIs). “Research Collaborations and Mentoring of Sociolegal Scholars.” *National Science Foundation*, **\$298,500** (2022-2023).

Kerrissey, Jasmine (PI), Steven Boutcher (Co-PI) and Donald Tomaskovic-Devey (Co-PI). “Public Sector Precarity? The Joint Role of Institutional and Organizational Processes.” *National Science Foundation*, **\$245,269** (2019-2021).

Baumle, Amanda (PI) Lee Badgett, and Steven Boutcher (Co-PIs). “The Effects of Workplace and Legal Context on Understandings of an Emerging Legal Category.” *National Science Foundation*, **\$294,492** (2018-2020).

Paik, Anthony (PI), Steven Boutcher (Co-PI), Carole Silver (Co-PI). “Diversity and Networking in Law School: Are Law Students from Diverse Backgrounds Disadvantaged in Networking?” *AccessLex Institute*, **\$125,000** (2018-2020).

Badgett, Lee (PI) and Steven Boutcher (Co-PI). “Equal Opportunity Data and LGBT Discrimination.” *Gill Foundation*, **\$40,000** (2017-2018).

Badgett, Lee (PI), Amanda Baumle, and Steven Boutcher (Co-PIs). “Analyzing Sexual Orientation and Gender Identity Discrimination for Federal Contractor and Noncontractor Firms.” *US Department of Labor*, **\$249,967** (2017-2019)

Boutcher, Steven A. “The Politics of Professional Change: Gay Rights and the Declassification of Homosexuality from the DSM.” Faculty Research Grant/Healy Endowment Grant, *UMASS*, **\$14,400** (2015)

Boutcher, Steven A. “The Institutionalization of Pro Bono Publico in Large Law Firms.” *National Science Foundation*, Dissertation Improvement Grant, Law and Social Sciences Division, **\$10,664** (2008-2009)

## **PUBLICATIONS**

### *I. Edited Journals/Volumes*

Boutcher, Steven A., Corey Shdaimah, and Michael Yarbrough (eds.). 2023. *Research Handbook on Law, Movements, and Social Change*. Northampton, MA: Edward Elgar Publishing.

Boutcher, Steven A. and Lynette Chua (eds). 2018. “Law, Social Movements, and Mobilization across Contexts.” *Law & Policy* 40:1.

### *II. Articles and Chapters*

Baumle, Amanda K., Steven A. Boutcher, M.V. Lee Badgett, and Donald Tomaskovic-Devey. 2024. “Enforcement Agencies and an Emerging Category of Law: Examining EEOC

- Processing of Sexual Orientation and Gender Identity Charges.” *Law & Society Review*  
<https://doi.org/10.1017/lsr.2024.34>
- Paik, Anthony, Swethaa Ballakrishnen, Carole Silver, Steven Boutcher, and Tanya Rouleau Whitworth. “Diverse Disconnectedness: Homophily, Social Capital Inequality, and Student Experiences in Law School.” *Law & Social Inquiry*  
<https://doi.org/10.1017/lsi.2024.24>
- Hong, Chen-Shuo, Anthony Paik, Swethaa Ballakrishnen, Carole Silver, and Steven A. Boutcher. 2024. “Categorical Closure: Transitivity and Identities in Longitudinal Networks.” *Social Networks* 79:76-92.
- Baumle, Amanda K., Steven A. Boutcher, and M.V. Lee Badgett. 2024. “Experiences with Sexual Orientation and Gender Identity Employment Discrimination in the USA: Analyzing EEOC Discrimination Charge Narratives.” *Sexuality Research and Social Policy* <https://doi.org/10.1007/s13178-024-00991-8>
- Tomaskovic-Devey, Donald, Jasmine Kerrissey, Anthony Rainey, and Steven A. Boutcher. 2024. “Intersectional Earnings Inequalities in U.S. Public Sector Workplaces and the Great Recession.” *Socius*. <https://doi.org/10.1177/23780231241257778>
- Yarbrough, Michael, Corey Shdaimah, and Steven Boutcher. 2023. “On ‘Legitimate Political Discourse’ in the Global Twenty-First Century.” Chapter 1 in *Research Handbook on Law, Movements and Social Change*. Northampton, MA: Edward Elgar Publishing.
- Boutcher, Steven A., Jason Houle, Carroll Seron, and Anna Raup-Kounovsky. 2023. “A Faustian Bargain: Re-examining the Role of Debt in Law Students’ Career Choices.” *Journal of Empirical Legal Studies* 20:166-195.
- Bliss, John and Steven A. Boutcher. 2022. “Rationalizing Pro Bono: Corporate Social Responsibility and the Reinvention of Legal Professionalism in Elite American Law Firms.” In *Global Pro Bono: Causes, Context, and Contestation*. New York: Cambridge University Press.
- Baumle, Amanda K., M.V. Lee Badgett, and Steven A. Boutcher. 2020. “New Research on Sexual Orientation and Gender Identity Discrimination: Effect of State Policy on Charges Filed at the EEOC.” *Journal of Homosexuality* 67:1135-1144.
- Cummings, Scott L., Carroll Seron, Rebecca Sandefur, Ann Southworth, Steven A. Boutcher, and Anna Raup-Kounovsky. 2020. “The American Legal Profession in the New Millennium: Out of Many, One?” Chapter 6 in *Lawyers in 21<sup>st</sup>-Century Societies: Volume 1*. Oxford: Hart Publishing.
- Leal, Diego, Anthony Paik, and Steven A. Boutcher. 2019. “Status and Collaboration: The Case of Pro Bono Network Inequalities in Corporate Law.” *Social Science Research* 84.  
<https://doi.org/10.1016/j.ssresearch.2019.06.016>

- Boutcher, Steven A., Anna Raup-Kounovsky, and Carroll Seron. 2018. "Financing Legal Education through Student Loans: Results from a Quasi-Experiment in Tuition Remission." *Journal of Legal Education* 67: 755-779.
- Boutcher, Steven A. and Holly J. McCammon. 2018. "Social Movements and Litigation." In *Wiley-Blackwell Companion to Social Movements*, edited by David A. Snow, Sarah A. Soule, Hanspeter Kriesi, and Holly J. McCammon.
- Boutcher, Steven A., Anne Kronberg, and Regina Werum. 2018. "Getting on the Radar Screen: Homeschooling Litigation as Agenda Setting, 1972-2007." *Mobilization* 23:159-180.
- Boutcher, Steven A. and Lynette Chua. 2018. "Introduction...Law, Social Movements, and Mobilization across Contexts." *Law & Policy* 40: 5-9.
- Boutcher, Steven A., J. Craig Jenkins, and Nella Van Dyke. 2017. "Strain, Ethnic Competition, and Power Devaluation: White Supremacist Protest in the U.S. 1947-1997." *Social Movement Studies* 16: 686-703.
- Boutcher, Steven A. 2017. "Private Law Firms and the Public Good: The Organizational and Institutional Determinants of Law Firm Pro Bono Participation, 1993-2005." *Law & Social Inquiry* 42: 543-564.
- Boutcher, Steven A. 2016. "The Growth of Large Law Firm Pro Bono Programs." In *Beyond Elite Law: Access to Civil Justice for Americans of Average Means*, edited by Samuel Streicher and Joy Radice. New York: Cambridge University Press.
- Boutcher, Steven A. and Carole Silver. 2013. "Gender and Global Lawyering: Where are the Women?" *Indiana Journal of Global Legal Studies* 20:1139-1167
- Boutcher, Steven A. 2013. "Lawyering for Social Change: Pro Bono Publico, Cause Lawyering, and the Social Movement Society." *Mobilization* 18: 179-196.
- Boutcher, Steven A. and James Stobaugh. 2013. "Law and Social Movements." Pp. 683-687 in *The Blackwell Encyclopedia of Social and Political Movements, Vol. 2*, edited by David Snow, Donatella Della Porta, Bert Klandermans, and Doug McAdam.
- Boutcher, Steven A. 2011. "Rethinking Culture: Organized Pro Bono, Large Law Firms, and the External Origins of Culture." *University of St. Thomas Law Journal* 2: 108-128.
- Boutcher, Steven A. 2011. "Mobilizing in the Shadow of the Law: Lesbian and Gay Rights in the Aftermath of *Bowers v. Hardwick*." *Research in Social Movements, Conflict, and Change* 31: 175-205.
- Frank, David John, Bayliss Camp, and Steven A. Boutcher. 2010. "Worldwide Trends in the Criminal Regulation of Sex, 1945-2005." *American Sociological Review* 75:867-93

- Boutcher, Steven A. 2010. "From Policy to Practice: Assessing the Effect of Large Firm Pro Bono Structure on Commitment." *Studies in Law, Politics and Society* 52:145-167.
- Boutcher, Steven A. 2009. "The Institutionalization of Pro Bono in Large Law Firms: Trends and Variation Across the AmLaw 200." Pp. 135-153 in *Private Lawyers and the Public Interest: The Evolving Role of Pro Bono in the Legal Profession*, edited by Robert Granfield and Lynn Mather. New York: Oxford University Press.
- Frank, David John, Steven A. Boutcher, and Bayliss Camp. 2009. "The Repeal of Sodomy Laws from the Perspective of World Society." Pp. 123-141 in *Queer Mobilizations: LGBT Activists Confront the Law*, edited by Scott Barclay, Mary Bernstein, and Anna-Maria Marshall. New York: NYU Press.
- Cummings, Scott L. and Steven A. Boutcher. 2009. "Mobilizing Local Government Law for Low-Wage Workers: Lessons from Los Angeles." *University of Chicago Legal Forum* 2009: 187-246.
- Meyer, David S. and Steven A. Boutcher. 2007. "Signals and Spillover: Brown v. Board of Education and Other Social Movements." *Perspectives on Politics* 5: 81-93.
- III. Research Reports, Review Essays, Op-Eds, and other Publications*
- Badgett, M.V. Lee, Amanda K. Baumle, and Steven Boutcher. 2018. "Keep the Door to Challenging LGBT Discrimination Open." *Houston Chronicle*, August 16.
- Badgett, M.V. Lee, Amanda Baumle, and Steven A. Boutcher. 2018. "Evidence from the Frontlines on Sexual Orientation and Gender Identity Discrimination." *Center for Employment Equity*.
- Boutcher, Steven A. 2013. "Law and Social Movements: It's More than Just Litigation and Courts." Essay in *Mobilizing Ideas*. February 18, 2013.
- Boutcher, Steven A. 2013. Review of *Sex Fiends, Perverts, and Pedophiles: Understanding Sex Crime Policy in America*, by Chrysanthi S. Leon. *Contemporary Sociology*.
- Boutcher, Steven A. 2011. Review of *Strategic Alliances: Coalition Building and Social Movements*, edited by Nella Van Dyke and Holly J. McCammon. *Social Movement Studies* 10: 442-444.
- Boutcher, Steven A. 2010. Review of *Same Sex, Different Politics: Success and Failure in the Struggles Over Gay Rights*, by Gary Mucciaroni. *Social Forces* 88:1503-1504.
- Boutcher, Steven A. "Making Lemonade: Turning Adverse Decisions into Opportunities for Mobilization." *Amici*: 13 (fall 2005) 1: 8-13.

## **Public Engagement**

“Law and Social Movements.” Invited Consultant. The Initiative for Strategic Litigation in Africa (ISLA), Johannesburg, Africa (2015).

“The 90 Minutes Masters in Social Change” (with Lee Badgett). Creating Change: National Conference of the *National Gay and Lesbian Task Force* (2015; 2013; 2012).