

# Man (Manda) Yao

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## EMPLOYMENT

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2024-present Denison University  
**Assistant Professor**, Women's and Gender Studies Program  
Affiliated with Data Analytics Program and East Asian Studies Program

## EDUCATION

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2017-2024 The Ohio State University, Columbus, OH, USA  
**Ph.D.**, Sociology  
*Dissertation*: Gender Ambiguity of Chinese Names in the United States  
*Committee*: Claudia Buchmann (Chair), David Melamed, Rin Reczek

2019 **M.A.**, Sociology

Renmin University of China, Beijing, China

2017 **M.A.**, Anthropology

2015 **B.A.**, Sociology

## RESEARCH & TEACHING INTERESTS

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Gender inequality; Digital/AI technology; Education; Social psychology; Culture;  
Quantitative & Computational methods; China

## PUBLICATIONS

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*Peer-reviewed journal articles:*

7. Buchmann, Claudia, Rachel Dwyer, and **Man Yao**. 2025. "The Deepening Gender Divide in Credentials 2000-2020: Continuity, Change, and Implications." *RSF: The Russell Sage Foundation Journal of the Social Sciences*. [[Link](#)]
6. **Yao, Man**. 2024. "Persistence of the Gender Frame: Gender Perceptions of Ambiguous Chinese and Gender-Neutral American Names in the United States." *Gender & Society*, 38(6), 868-901. [[Link](#)]
5. Zheng, Hui, Yao Lu, and **Man Yao**. 2024. "Emerging Health Disparities among College Graduates: Understanding the Health Consequences of Education-Occupation Mismatch." *Social Science Research*, 120: 103015. [[Link](#)]
4. **Yao, Man** and Siqi Han. 2024. "Who Earns the Iron Rice Bowl? Major Marketability and State Sector Jobs among College-Educated Workers in Urban China." *Chinese Journal of Sociology*, 10(2), 167-191. [[Link](#)]  
- A [brief report](#) in Chinese

3. Downey, Douglas, **Man Yao**, and Joseph Merry. 2023. "The Inverse Association Between Number of Siblings and Divorce: New Evidence from China and Europe." *Journal of Family Issues*, 45(4), 890-930. [[Link](#)]  
- A [brief report](#) in Chinese
2. **Yao, Man**. 2023. "Graduate school, Work, or Unclear? Gender Differences in the Post-college Plans among China's Recent College Graduates." *Sociological Perspectives*, 66(2), 246-275. [[Link](#)]  
- A [brief report](#) in Chinese
1. **Yao, Man**, Tori I. Rehr, and Erica P. Regan. 2023. "Gender Differences in Financial Knowledge among College Students: Evidence from a Recent Multi-institutional Survey." *Journal of Family and Economic Issues*, 44, 693-713. [[Link](#)]

#### *Book Chapters:*

1. Buchmann, Claudia, and **Man Yao**. 2025. "Gender as an Axis of Stratification", in Markus Gangl, and others (eds), *The Oxford Handbook of Social Stratification*.

#### **WORK IN PROGRESS**

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**Yao, Man**, Claudia Buchmann, and Zhen Wang. "Framed by Gender: Users' Interactions with Generative AI." (draft available)

**Yao, Man**. "Gender Classification and Stereotypes of Chinese Names in Word Embeddings." (draft available)

**Yao, Man**. "Gender Ambiguity of Names and the Racial Learning of Chinese International Students." (draft available)

Song, Haoming and **Man Yao**. "The Disapproval of Homosexuality at the Intersection of Gender and Education." (draft available)

Wen, Fangqi, **Man Yao**, Siqi Han. "The Rise of Gender-Restricted Job Positions in China's Civil Service Exams: Trends and Justifications." (data analysis)

#### **TEACHING EXPERIENCE**

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##### Denison University

- WGST 286: When AI Meets Feminism: Critical Perspectives and Actionable Strategies
- WGST 289: Gender and Digital Inequality in Contemporary China
- WGST 101: Issues in Feminism

##### The Ohio State University

- SOC 1101: Introduction to Sociology, 2021 Fall & 2024 Spring (Independent instructor)
- SOC 3549: Social Research Methods, 2019 Fall & 2020 Spring (Lab instructor)
- SOC 3302: Technology and Society, 2019 Spring (Graduate Teaching Assistant)

## FELLOWSHIPS AND AWARDS

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- 2022 Center for Ethnic Studies Student Research Grant, The Ohio State University
- 2022 ASA Culture Section Richard Peterson Graduate Student Paper Award, Finalist
- 2022 Distinguished University Fellowship, The Ohio State University
- 2020 Silverman Research Award, The Ohio State University
- 2018 Summer Methods Training Award, The Ohio State University
- 2017 Distinguished University Fellowship, The Ohio State University
- 2016 Best Fieldwork Report, Fieldwork Foundation of China
- 2016 Kwang-Hua Scholarship, Renmin University of China
- 2015 Distinguished Postgraduate Scholarship, Renmin University of China
- 2015 Ethnographic Research Grant, Tencent Research Institute

## CONFERENCE & INVITED PRESENTATIONS

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- 2025 “Framed by Gender: Users’ Interactions with Generative AI.” Annual Meeting of the American Sociology Association, Chicago, IL, August. (with Claudia Buchmann and Zhen Wang)
- 2025 “The Disapproval of Homosexuality at the Intersection of Gender and Education.” Annual Meeting of the American Sociology Association, Chicago, IL, August. (with Haoming Song)
- 2025 “Teaching Sociology.” Invited panelist at California State University San Marcos.
- 2024 “Gender Framing in the Digital Age.” Invited talk at China Women’s University.
- 2023 “The Deepening Gender Divide in Credentials 2000-2020: Continuity, Change, and Implications.” International Sociological Association Research Committee 28 on Social Stratification and Mobility Summer Meeting, Ann Arbor, MI, August. (with Claudia Buchmann and Rachel Dwyer)
- 2023 “Emerging Health Disparities among College Graduates: Understanding the Health Consequence of Education-Occupation Mismatch.” Annual Meeting of the Population Association of America, New Orleans, LA, April. (with Hui Zheng and Yao Lu)
- 2022 “Unfamiliar Foreign Name, Cold Chinese Man: How Cultural Schema Shapes Gender Meanings of Chinese Names.” Research on East Asian Demography and Inequality Seminar, Princeton University, November. (Zoom)
- 2022 “Unfamiliar Foreign Name, Cold Chinese Man: How Cultural Schema Shapes Gender Meanings of Chinese Names.” Annual Meeting of the American Sociology Association, Los Angeles, CA, August.
- 2022 “Who Earns the Iron Rice Bowl? Major Marketability and State Sector Jobs among College-Educated Workers in Urban China.” International Sociological Association Research Committee 28 on Social Stratification and Mobility, University of Notre Dame, IN, August. (with Siqi Han)

- 2022 “Field of Study, Employment Sector, and Intergenerational Mobility among College Graduates in Urban China.” Annual Meeting of the Population Association of America, Atlanta, GA, April. (with Siqi Han)
- 2021 “Number of Siblings and Divorce in East Asia.” Annual Meeting of the Population Association of America. (with Douglas Downey) (Zoom)
- 2020 “The Gender Divide in Gaming and Careers Aspirations in Computing: A Cross-national Analysis.” Annual Meeting of the American Sociology Association. (with Claudia Buchmann) (cancelled due to Covid-19)
- 2019 “Graduate School, Work, or Unclear? Gender Differences in the Post-college Plans among China’s Recent College Graduates.” Annual Meeting of the American Sociology Association, New York, NY, August.

## **METHODS TRAINING & WORK EXPERIENCE**

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### *Methods Training*

- 2025 Summer Institute in Computational Social Science, Social Media Lab, Stanford University
- 2022 Experimental Sociology Workshop, Social Research Institute, University College London
- 2021 Computational Text Analysis Workshop, Department of Sociology, The Ohio State University
- 2020 R Workshop, Translational Data Analytics Institute, The Ohio State University
- 2019 Python Workshop, Institute of Population Research, The Ohio State University
- 2018 Causal Inference in Social Sciences, University of Michigan-Peking University Joint Institute

### *Work Experience & Translation*

- 2025 English-to-Chinese translation: 《数字鸿沟：科技时代美国学校如何制造不平等》. 中国人民大学出版社.(Rafalow, Matthew H. “Digital divisions: How schools create inequality in the tech era.” University of Chicago Press, 2020.)
- 2020-2021 Graduate Administrative Assistant, Center for the Study of Student Life, The Ohio State University  
- Conducted instrument development, survey distribution, data analysis, and report writing for more than 20 projects.
- 2021 User Experience Researcher Intern, Autodesk Inc., San Francisco, California  
- Applied expertise in social science research and statistical methods to monitor user behaviors and satisfaction.

## SERVICE AND PROFESSIONAL ACTIVITIES

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Ad Hoc Reviewer for Journals:

*American Sociological Review, Social Forces, Sociology of Education, The Sociological Quarterly, Demographic Research, Work and Occupations, Humanities and Social Sciences Communications*

Service to Professional Association:

- 2025-2026, Session Organizer for American Sociological Association (ASA)
- 2025-2026, Grad Student Investigator Committee for the Social Psychology Section at ASA
- 2025, Graduate student mentor for the Sex and Gender Section and Science, Knowledge, and Technology Section at ASA
- 2025, Session Presider: “Change and Continuity in Family and Kinship”, ASA
- 2022-2024, Newsletter Editor: Sociology of Culture Section, ASA

Service to Denison University & Women’s and Gender Studies Program:

- 2025- , Women’s Empowerment Series Committee (role: Department representative)
- 2025, Nan Nowik Awards Committee (role: committee member)
- 2025, Session presider, GLCA Women’s, Gender, and Sexuality Studies Collective 5th Undergraduate Research and Activism e-Conference

Service to The Ohio State University & Sociology Department:

- 2021, Graduate Studies Working Group (role: Graduate student representative)
- 2021, Director of Center for Study of Student Life Search Committee (role: committee member)
- 2019-2024, Graduate student mentor

## COMPUTATIONAL SKILLS

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R (*multilevel modeling, topic modeling, sentiment analysis*), Stata (*general linear models, longitudinal data analysis, sequence analysis, causal inference*), Python (*topic modeling, word embeddings*), SPSS, NVivo (*qualitative data coding and analysis*), Qualtrics (*online survey design and distribution*)

## PROFESSIONAL AFFILIATIONS

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American Sociological Association, Sociologists for Women in Society, International Sociological Association Research Committee 28 on Social Stratification and Mobility, National Women’s Studies Association