

# 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*.

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## WORK IN PROGRESS

**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)

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## TEACHING EXPERIENCE

### 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