

# Sean Waite

sean.waite@mail.mcgill.ca • 438-821-2949

---

## EDUCATION

- 2016 [expected]      **PhD, Sociology, McGill University**  
Dissertation working title: *Mechanisms of Labour Market Disadvantage: A quasi-cohort analysis of wage gaps in Canada from 1980 to 2010.*
- Supervisor: Michael Smith  
Committee Members: Aniruddha (Bobby) Das; Céline Le Bourdais
- Area Examinations: Deviance and Social Control; Work, Labour Markets and the Economy
- 2011      **Bachelor of Arts, Honors Specialization in Sociology (minor in Criminology) with high distinction - King's University College at the University of Western Ontario**
- Thesis Title: *The Canadian Visible Minority Population: Compositional Factors Affecting Economic Returns*
- Supervisor: Don Kerr
- 2006      **Law Clerk Diploma - Fanshawe College (London Ontario)**

## RESEARCH AND TEACHING INTERESTS

Labour market inequality  
Social stratification  
Work and occupations  
Criminology and deviance  
Immigration  
Quantitative research  
Demography

## ACADEMIC POSITIONS

- 2014      Research Assistant for Maurice Pinard, Professor Emeritus at McGill University
- 2013 – 2014      Teaching Assistant for Sociology of Crime (x3), McGill University
- 2012 – 2014      Research Assistant for Michael Smith, James McGill Professor at McGill University.

2012	Teaching Assistant for Social Problems, McGill University
2011	Teaching Assistant for Aging and Life Course, McGill University
2010 – 2011	Teaching Assistant for Deviance, Kings University at the University of Western Ontario
2009 – 2011	Teaching Assistant for Introduction to Sociology (x2), Kings University at the University of Western Ontario

## PROFESSIONAL WORK EXPERIENCE

2006 – 2011	<p>Law Clerk / Accident Benefits Clerk, Legate &amp; Associates Personal Injury and Medical Malpractice Lawyers.</p> <p>In this position I worked as part of a legal team to strategize ways to maximize clients access to necessary insurance benefits. This involved the facilitation of medical and rehabilitation treatment plans with healthcare providers. I was routinely involved in the quantification of pecuniary damages in complex multi-million dollar claims. Another important component of my role was to conduct critical reviews of economic, medical and rehabilitation reports.</p>
-------------	--

## PAPERS UNDER REVIEW OR IN PROGRESS - † denotes graduate student co-author

<i>Under Review</i>	<b>Waite, Sean.</b> “Does it really get better? A quasi-cohort analysis of sexual minority wage gaps in Canada.”
<i>Under Review</i>	<b>Waite, Sean</b> and Nicole Denier†. “Gay Pay for Straight Work: Mechanisms Generating Disadvantage.”
<i>Under Review</i>	Denier, Nicole† and <b>Sean Waite.</b> “Sexual orientation wage gaps across contexts: assessing the role of class, discrimination, and location.”
<i>Under Review</i>	Smith, Michael, <b>Sean Waite,</b> and Clair Durand. “Occupational demand, cumulative disadvantage, and gender differences in the early career earnings of university graduates: Evidence from Canada’s National Graduate Survey.”
<i>Under Review</i>	Smith, Michael, <b>Sean Waite,</b> and Clair Durand. “Gender differences in the earnings produced by middle range education: The case of Canadian ‘colleges’”.
<i>In Progress</i>	<b>Waite, Sean.</b> “Overcoming labour market signaling, or persistent disadvantage? An intra-and intergenerational analysis of the experience-earnings profiles of Canadian visible minority men”

## PRESENTATIONS AT PROFESSIONAL MEETINGS

2014	"Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada's National Graduates Survey." Michael R. Smith, <b>Sean Waite,</b> and Claire Durand at the <i>XVIII World Congress of Sociology</i> . Yokohama Japan.
------	---

- 2014 “Gay Pay in Canadian Cities: Local Labour Market Effects on Sexual Minority Earnings Gaps.” Nicole Denier and **Sean Waite** at the *Canadian Population Society Annual Meeting*. St. Catharines, Ontario.
- 2014 “Gay Pay for Straight Work: Mechanisms Generating Disadvantage.” **Sean Waite** and Nicole Denier at the *Population Association of America Annual Meeting*. Boston, Massachusetts.
- 2013 “Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada’s National Graduates Survey.” Michael R. Smith, **Sean Waite**, and Claire Durand at the *Institute for Social Change*, University of Manchester, United Kingdom.
- 2013 “Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada’s National Graduates Survey.” Michael R. Smith, **Sean Waite**, and Claire Durand at the *Social Stratification Research Seminar 2013*, University of Cambridge, United Kingdom.
- 2013 “Gender differences in early career earnings: Evidence from Canada’s National Graduate Survey.” with Michael R. Smith, **Sean Waite**, and Claire Durand at the conference for the *Society for the Advancement of Social Economics*. Milan, Italy.
- 2013 “Overcoming labour market signaling, or persistent disadvantage? An intra-and intergenerational analysis of the experience-earnings profiles of Canadian visible minority men.” **Sean Waite** at the *Canadian Population Society Annual Meeting & Canadian Sociological Association*. Victoria, British Columbia.

#### TALKS AND CONFERENCE PRESENTATIONS AT MCGILL

- 2014 “Does it get better? A quasi-cohort analysis of sexual minority wage gaps in Canada”, **Sean Waite** at the McGill Sociology Graduate Publication Workshop
- 2014 “Victimization: An empirical analysis using Canada’s GSS Victimization Survey”, **Sean Waite** in Crime SOCI-388
- 2014 “Gay Pay for Straight Work: Occupational Sorting and Earnings of Canadian Sexual Minorities”, **Sean Waite** and Nicole Denier at the McGill Sociology Graduate Publication Workshop
- 2013 “What you do and where you live matters: Exploring victimization in Canada using routine activities, social disorganization and collective efficacy theories”, **Sean Waite** at the McGill Sociology Graduate Publication Workshop.
- 2012 “Sexual Diversity” **Sean Waite** in Social Problems SOCI 250

## OTHER TALKS AND CONFERENCE PRESENTATIONS OUTSIDE MCGILL

2011 “Gender, Masculinity and Violence”, **Sean Waite** at Kings University College at the University of Western Ontario, Introduction to Sociology

## HONORS, AWARDS and GRANTS

2013- 2016 Social Science and Humanities Research Council of Canada  
Joseph-Armand Bombardier CGS Doctoral Scholarship, \$105,000

2014 Canadian Population Society Student Competition (w/ Nicole Denier), *Gay pay in Canadian Cities: Local labour market effects on sexual minority earnings gaps*, \$500.

2014 Population Change and Lifecourse Strategic Knowledge Cluster Student Competition for Conference Presentations, \$1,150

2014 McGill University Graduate Student Travel Grant, \$1,150

2013 Quebec Inter-University Centre for Social Statistics, Entrance Scholarship, \$2,000

2013 McGill University Graduate Student Travel Grant, \$1,000

2011/2012 Social Science and Humanities Research Council of Canada, Joseph-Armand Bombardier Graduate Scholarship (Masters), \$17,500

2011/2012 Ontario Graduate Scholarship (declined in lieu of SSHRC), \$15,000

2011 Faculty Association Award for Outstanding Achievement, King’s University College at the University of Western Ontario, \$300

2010 Dr. Jeffrey Cormier Memorial Student Award, King’s University College at the University of Western Ontario, \$1,200

2010 Academic Discipline Award: Sociology Department, King’s University College at the University of Western Ontario, \$200

2010 Sociology Essay Award, King’s University College at the University of Western Ontario: *Educational Obtainment and Generational Income Disparities*, \$100

2007 – 2011 Dean’s Honour Roll, King’s University College at the University of Western Ontario

2007 – 2011 Undergraduate Education Scholarships (various), King's University College at the University of Western Ontario, \$5,500 (total)

### **COMMUNITY EXPERIENCE**

2009 – 2010 Member of the Board of Directors of the AIDS Committee of London Ontario  
This position consisted of developing and overseeing the implementation of AIDS Committee of London policy, procedure and financials, as well as the overall accountability of the organization.

### **ACADEMIC ASSOCIATIONS**

Canadian Sociological Association  
Canadian Population Society  
Population Association of America  
Graduate Trainee at McGill's Centre on Population Dynamics  
Population Change and Lifecourse Strategic Knowledge Cluster