

## MANLIN CAI

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### EMPLOYMENT

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2026–                      Postdoctoral Research Fellow, Department of Sociology  
The University of British Columbia, Vancouver, BC, Canada

### EDUCATION

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2026                      Ph.D., Sociology  
The University of British Columbia, Vancouver, BC, Canada  
- Dissertation: “Power and Status in Public and Private Spheres:  
Gender, Workplace Authority, and Family Dynamics in China”  
- *Honorable Mention for the Kathleen Christensen Dissertation  
Award, Work and Family Researchers Network*  
- Committee: Yue Qian (chair), Sylvia Fuller, Elizabeth Hirsh

2019                      M.A., Sociology  
The University of Chicago, Chicago, IL, United States

2018                      B.A., Economics  
Peking University, Beijing, China

### RESEARCH AND TEACHING INTERESTS

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Substantive Areas: Economic Sociology and Stratification, Work, Technology and Society,  
Family, Gender, Migration and Immigration

Methodological Approaches: Quantitative Methods, Qualitative Methods, Mixed Methods

### PEER-REVIEWED JOURNAL ARTICLES

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**Cai, Manlin.** Forthcoming. “Workplace Authority in China: Gender, Parenthood, and Work  
Sectors.” *Social Forces*.

- 2024 Canadian Population Society Student Paper Award
- 2024 Canadian Sociological Association Work, Professions, and Occupations Research  
Cluster Best Student Paper Award

de Laat, Kim, Sylvia Fuller, **Manlin Cai**, Grace Gletsu, and Donna Lero. Forthcoming. “Resource Inequalities, Flexible Work, and Working Mothers’ Experiences with Care Packaging.” *Journal of Family Studies*.

Lui, Lake, **Manlin Cai**, and Yue Qian. Online First. “[Navigating Canadian Permanent Residency, Citizenship, or Returning Home: Sources and Strategies of Social Protection among Chinese International Students amid \(Geo-\)political and Economic Risks.](#)” *Journal of Ethnic and Migration Studies*.

Fuller, Sylvia, **Manlin Cai**, Richard Petts, Andrea Doucet, Anna Kurowska, Donna Lero, and Thordis Reimer. Online First. “[Unpredictable Work Schedules and Gender Divisions of Domestic Labor.](#)” *Work and Occupations*.

Fuller, Sylvia, **Manlin Cai**, Andrea Doucet, and Siqi Qin. 2026. “[Gender Divisions of Domestic Labour During the COVID-19 Pandemic in Canada: Did Increases in Father Involvement Persist through Later Stages?](#)” *Canadian Review of Sociology* 63(1): e70018.

**Cai, Manlin**, Yue Qian, and Yang Hu. 2025. “[The Efficiency Paradox: A Temporal Lens into Online Dating among Chinese Immigrants in Canada.](#)” *Journal of Social and Personal Relationships* 42(8): 2167-2187.

Fuller, Sylvia, **Manlin Cai**, and Donna Lero. 2025. “[The Work/Care Interface and Parents’ Mid-Pandemic Mental Health: Inequalities at the Intersection of Gender and High-Health-Risk Household Status.](#)” *Society and Mental Health* 15(1): 75-93.

Lui, Lake, **Manlin Cai**, and Yue Qian. 2024. “[Comfortably ‘Western’: How Chinese International Students Imagine Canada.](#)” *Canadian Ethnic Studies* 56(2): 157-176.

**Cai, Manlin** and Yue Qian. 2023. “[Digital Ethnic Enclaves: Mate Preferences and Platform Choices Among Chinese Immigrant Online Daters in Vancouver.](#)” *Canadian Review of Sociology* 60(1): 130-153.

- The top 10% of most-viewed articles published by the journal in 2023
- Featured in *EconoTimes*, *Phys.org*, *Beijing Bulletin*, *Toronto Telegraph*, *Winnipeg Free Press*, *Yahoo News*, *Philippine Canadian Inquirer*, *The University of British Columbia Magazine*, *Gender Talk* (Vietnam), *News Break*, *Foreign Affairs New Zealand*

**Cai, Manlin**. 2023. “[For the Sake of Parents? Marriages of Convenience between Lesbians and Gay Men in China.](#)” *LGBTQ+ Family: An Interdisciplinary Journal* 19(3): 211-227.

Qin, Siqi, **Manlin Cai**, Sylvia Fuller, and Yue Qian. 2022. “[Gender, Parenthood and Employment During COVID-19: An Immigrant-Native Born Comparison in Canada.](#)” *Canadian Ethnic Studies* 54(3): 63-108.

Qian, Yue, Yang Shen, and **Manlin Cai**. 2022. “[Gendered Age Preferences for Potential Partners: A Mixed-Methods Study Among Online Daters in Shanghai.](#)” *Chinese Sociological Review* 54(3): 304-331.

## WRITING FOR PUBLIC ENGAGEMENT

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**Cai, Manlin**, Sylvia Fuller, and Donna Lero. 2025. “[Care/Work Policies for Managing Routine and Unpredictable Caregiving](#).” *The Vanier Institute of the Family*.

- Featured in [The Tyee](#): “How Can Canada Better Support Working Parents?”

**Cai, Manlin** and Yue Qian. 2023. “[Chinese Immigrants Look to Digital Chinatowns to Find Love Online](#).” *The Conversation*.

**Cai, Manlin**. 2021. “[Forget ‘Leftover Women.’ Let’s Talk About the Women Being Left Out.](#)” *Sixth Tone*.

## MANUSCRIPT UNDER REVIEW

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**Cai, Manlin**. “Personal and Spousal Workplace Authority, Gender, Gender Ideology, and Happiness Among Married Individuals in China.” Under Review.

- 2026 Canadian Sociological Association Sociology of Mental Health Research Cluster Best Student Paper Award

## MANUSCRIPTS IN PROGRESS

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**Cai, Manlin**. “Workplace Authority and the Gendered Division of Housework in China.” In progress (Full draft available).

**Cai, Manlin** and Yue Qian. “Transition into Parenthood and Job Quality in China.” In progress.

**Cai, Manlin** and Scott Schieman. “The Social Life of Workplace Power: Job Authority and Coworker Relations.” In progress.

## TEACHING AND MENTORING EXPERIENCE

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Guest Lectures:

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| 2026 | “Gender, Workplace Authority, and Family Dynamics in China.” Guest Speaker for Families and Work, Department of Sociology, UBC (Zoom)                                 |
| 2025 | “Dating: Insights from Immigrant Experiences in the Digital Era.” Guest Speaker for Sociology of Family, Department of Sociology, UBC                                 |
| 2024 | “Technology, Immigration, and Romantic Relationships.” Guest Speaker for Immigration, Department of Sociology and Anthropology, Mount Saint Vincent University (Zoom) |
| 2023 | “Searching for Partners Online: Partner Preferences and Dating Processes.” Guest Speaker for Diversity in Family Forms, Department of Sociology, UBC                  |

- 2022 “Partner Preferences and Online Dating in China and Canada: Evidence from Two Studies.” Guest Speaker for Social Demography, School of Sociology and Population Studies, Renmin University of China (Zoom)

Graduate Teaching Assistant, UBC:

- 2021–2025 *Social Statistics I* (2023–24 Winter Term 2; 2024–25 Winter Term 2)  
 - Independently taught five recitation sessions  
*Work and Inequality* (2024–25 Winter Term 1)  
*Social Interaction and Culture* (2023–24 Winter Term 1)  
 - *Introduction to Sociology* course  
 - Independently taught two tutorials per week  
*Inequality and Social Change* (2022–23 Winter Term 2)  
 - *Introduction to Sociology* course  
 - Independently taught two tutorials per week  
*Survey Methods* (2022–23 Winter Term 1)  
*Family Context of Human Development* (2021–22 Winter Term 1–2; Summer Term 2; 2022–23 Summer Term 2; 2023–24 Summer Term 2)

Research Assistants Mentored by Me at UBC:

- 2025– Grace Gletsu, Ph.D. student  
 2023–2024 Bella Qianyu Zhang, Undergraduate  
 2023 Yuri Rongruo Chang, Undergraduate  
 2022–2023 Doris Li, Undergraduate

## GRANTS

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- 2023 Small Grant for Faculty-Graduate Student Research Collaborations, UBC Centre for Migration Studies (\$3,500)  
 Role: Graduate Student Co-Investigator; Principal Investigator: Yue Qian
- 2021 Small Grant for Faculty-Graduate Student Research Collaborations, UBC Centre for Migration Studies (\$1,100)  
 Role: Graduate Student Co-Investigator; Principal Investigator: Yue Qian

## HONOURS AND AWARDS

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External:

- 2026 Honorable Mention for the Kathleen Christensen Dissertation Award, Work and Family Researchers Network
- 2026 Canadian Sociological Association Outstanding Graduating Sociology Student Award
- 2026 Canadian Sociological Association Sociology of Mental Health Research Cluster Best Student Paper Award (\$100)

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|-----------|------------------------------------------------------------------------------------------------------------------------|
| 2025      | Canadian Sociological Association Annual Conference Student Travel Grant (\$550)                                       |
| 2024      | Canadian Population Society Student Paper Award (\$500)                                                                |
| 2024      | Canadian Sociological Association Work, Professions, and Occupations Research Cluster Best Student Paper Award (\$100) |
| 2024      | Canadian Sociological Association Annual Conference Student Travel Grant (\$500)                                       |
| 2023      | Canadian Sociological Association Annual Conference Student Travel Grant (\$350)                                       |
| 2022      | Federation for the Humanities and Social Sciences Congress Graduate Merit Award (\$500)                                |
| Internal: |                                                                                                                        |
| 2020–2024 | Four-year Graduate Full-Tuition Scholarship, UBC (\$92,100)                                                            |
| 2020–2024 | Department of Sociology Graduate Student Research Scholarship, UBC (\$4,080)                                           |
| 2024      | Dean of Arts Graduate Student Research Award, UBC (\$1,000)                                                            |
| 2024      | Graduate Student Travel and Research Dissemination Fund, UBC (\$500)                                                   |
| 2022–2023 | Centre for Migration Studies Graduate Fellowship, UBC (\$500)                                                          |
| 2018–2019 | Merit-Based Scholarship, the University of Chicago (\$10,500 USD)                                                      |
| 2016      | Academic Excellence Award, Peking University                                                                           |
| 2016      | Meiyi Merit Based Scholarship, Peking University (¥4,000 CNY)                                                          |
| 2015      | Merit Student Award, Peking University                                                                                 |
| 2015      | Leo Koguan Academic Scholarship, Peking University (¥10,000 CNY)                                                       |

## CONFERENCE PRESENTATIONS

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| 2026 | “Workplace Authority and the Gendered Division of Housework in China.”<br>Work and Family Researchers Network Biennial Conference, Montreal, QC,<br>Canada |
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- 2026      “Workplace Authority and the Gendered Division of Housework in China.”  
Population Association of America Annual Meeting, St. Louis, MO, United States
- 2025      “Workplace Authority and the Gendered Division of Housework in China.”  
Canadian Sociological Association Annual Conference, Toronto, ON, Canada
- 2025      “Workplace Authority and the Gendered Division of Housework in China.”  
Canadian Population Society Annual Conference, Toronto, ON, Canada
- 2024      “Workplace Authority in China: Gender, Parenthood, and Work Sectors.”  
Work and Family Researchers Network Biennial Conference, Montreal, QC, Canada
- 2024      “Workplace Authority in China: Gender, Parenthood, and Work Sectors.”  
Canadian Population Society Annual Conference, Montreal, QC, Canada
- 2024      “Workplace Authority in China: Gender, Parenthood, and Work Sectors.”  
Canadian Sociological Association Annual Conference (Zoom)
- 2024      “Gender, Transition to Parenthood, and Workplace Authority in Urban China.”  
International Doctoral Symposium, “Global Perspectives on Social Problems, Policy and Practice,” Hong Kong Baptist University, Hong Kong, China
- 2023      “Why Searching for Partners Online is Not Efficient: The Case of Canadian-born and Immigrant Chinese Online Daters.” Canadian Sociological Association Annual Conference, Toronto, ON, Canada
- 2023      “To Come, to Stay: Migration Decision-making of Chinese International Students in (Imaginary) Canada.” UBC Centre of Migration Studies Grad Student Power Hour, Vancouver, BC, Canada
- 2022      “Digital Enclaves: Mate Preferences and Platform Choices Among Chinese Immigrant Online Daters in Vancouver.” Canadian Sociological Association Annual Conference (Zoom)
- 2022      “Digital Enclaves: Mate Preferences and Platform Choices Among Chinese Immigrant Online Daters in Vancouver.” University of Cambridge Pembroke Workshop of “Chinese Migration, Diaspora, and Mobility” (Zoom)
- 2021      “Matching on Immigration Status and Timing: Online Dating of Chinese Immigrants in Metro Vancouver.” The Chinese University of Hong Kong International Conference on Gender and (Im)mobility in Uncertain Times (Zoom)

- 2021 “Matching on Immigration Status and Timing: Online Dating of Chinese Immigrants in Metro Vancouver.” Canadian Sociological Association Annual Conference (Zoom)
- 2019 “Rethinking Marriage and Family: A Qualitative Study on How Lesbians, Gays, and Their Parents Perceive *xinghun* in China.” University of Chicago Gender and Sexuality Studies Working Group, Chicago, IL, United States
- 2019 “Marriage of ‘Convenience’: A Qualitative Study on How Lesbians, Gays, and Their Parents Perceive *xinghun* in China.” University of Chicago MAPSS Academic Conference, Chicago, IL, United States

## SERVICE AND PROFESSIONAL ACTIVITIES

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### Session Organizer at Professional Conference:

2025, “Intersections Between Paid and Unpaid Work.” Canadian Sociological Association Annual Conference (With Sylvia Fuller) 2024, “Confronting Work-Family Inequalities Under Precarity.” Canadian Sociological Association Annual Conference (With Lesley Frank, Yue Qian, and Jason Webb)

### Session Presider at Professional Conference:

2025, “Intersections Between Paid and Unpaid Work.” Canadian Sociological Association Annual Conference (With Sylvia Fuller) 2024, “Confronting Work-Family Inequalities Under Precarity.” Canadian Sociological Association Annual Conference (With Jason Webb)

### Ad Hoc Reviewer for Journals:

*Chinese Journal of Sociology, Community, Work & Family, Journal of Family Studies, Social Problems, Society and Mental Health, Sociological Forum, PLOS ONE*

### Service to Department of Sociology, UBC:

2025, Co-facilitator for Professional Development Event, “Opportunities, Choices and Career for International Students”  
2024, Graduate Student Representative on Family Sociology Hiring Committee  
2024–2025, Graduate Student Liaison to the Distinguished Speakers Series  
2021–2022, Doctoral Student Representative

## AFFILIATIONS

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### Member:

2026– Population Association of America  
2024– Canadian Population Society  
2023– Work and Family Researchers Network  
2021– Canadian Sociological Association  
2020– American Sociological Association

## REFERENCES

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Yue Qian  
Professor of Sociology  
The Chinese University of Hong Kong, Hong Kong  
The University of British Columbia, Vancouver, BC, Canada (On Leave, 2026)  
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