

Sidra J. Montgomery, Ph.D.

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Experienced policy, research, and evaluation expert whose work has contributed to changes in policy and practice for military personnel in the areas of diversity, inclusion, integration, and health. Subject matter expertise includes women in the military, gender integration, sexual assault in the military, recruit training, military families, diversity in the military, veteran reintegration and employment outcomes, veteran health, and food and nutrition assistance programs. Featured on NPR's Morning Edition and All Things Considered for research on gender integration at Marine Corps recruit training.

Employment

A-G Associates Principal Researcher	2023-Present
Insight Policy Research Senior Researcher Researcher	2020-2023 2018-2019
University of Arizona Global Campus (UAGC) <i>Sociology and Social Science</i> Online Associate Faculty	2015-Present
University of Maryland <i>Department of Sociology</i> Research Assistantship: Dr. Meredith Kleykamp	2010-2016
U.S. Department of Veterans Affairs <i>National Center for Veterans Analysis and Statistics, Office of Policy and Planning</i> Program Analyst	2011-2012
U.S. Census Bureau <i>Industry and Occupation Branch, Veteran Statistics</i> Intern	2010

Education

Ph.D., Sociology, University of Maryland in College Park, MD <i>Dissertation: "Coming Home as 'Wounded Warriors': Identity, Stigma, and Status among Post-9/11 Wounded Veterans"</i> <i>Comprehensive Exams: Military Sociology; Gender, Work and Family</i>	2018
M.A., Sociology, University of Maryland in College Park, MD <i>Thesis: "Who Embraces the Role of "Military Spouse"?" An Analysis of Factors Related to the Traditional Military Spouse Role"</i>	2011
B.A., Sociology, Beloit College in Beloit, WI <i>Magna Cum Laude, Phi Beta Kappa</i>	2009

Publications

Journal Articles

(Under Review) Kleykamp, M., **Montgomery, S.**, & Lovalekar, M. “Recruit profiles across the Armed Forces: Implications for increasing gender integration in recruit training.”

(Under Review) Lovalekar, M., Keenan K.A., Cruz D.E., McFadden, B. A., **Montgomery, S.**, Arent, S. M., & Nindl, B. C. “Using the capture-recapture technique to estimate the ascertainment-corrected incidence of musculoskeletal injuries during Marine Corps recruit training.”

(Under Review) Hare, A., Boyer, N., Wakar, B., Scanlon, J., **Montgomery, S.**, Sparks, A., Pflieger, J., & Stander, V. “Factors influencing postdeployment reintegration adjustment for U.S. Service members and their spouses by gender.”

(Forthcoming) **Montgomery, S.**, Cassar-Uhl, D., & Burleson, L. “The role of drill instructors and gender integration at recruit training: Examining intersections of gender and integration in the recruit training environment.”

(Forthcoming) **Montgomery, S.**, Kleykamp, M., & Lovalekar, M. “Recruit perspectives on gender integration at recruit training: A comparison by service and gender.”

(Forthcoming) **Montgomery, S.**, Lovalekar, M., Kleykamp, M., Lucas, J., Arent, S. M., McFadden, B. A., Keenan, K. A., Allison, K., Peterson, P., Cruz, D. E., & Nindl, B. C. “Increasing gender integration in U.S. Marine Corps recruit training: Policy recommendations and rationales from an interdisciplinary study.”

(Forthcoming) Lovalekar, M., **Montgomery, S.**, Arent, S. M., Kleykamp, M., Lucas, J., McFadden, B. A., Keenan, K. A., Allison, K., Peterson, P., Cruz, D. E., & Nindl, B. C. “Design considerations for a multidisciplinary approach to provide policy recommendations on gender-integrated recruit training in the Marine Corps.”

Kleykamp, M., **Montgomery, S.**, Pang, A., & Schrader, K. (2021). [Military identity and planning for the transition out of the military](#). *Military Psychology*, 33(6), 372–391.

Montgomery, S. 2010. “Watching the Watchers: An Examination of the Portrayal of Facebook and MySpace in the Print Media.” *Sociological Imagination* 46(1): 24-43.

Book Chapters and Other Publications

Montgomery, S. 2022. “[Bringing Sociology to U.S. Military Leaders](#).” *American Sociological Association Footnotes* 50(3).

Montgomery, S. 2018. “[Invisible Inequality among ‘Wounded Warriors’](#).” *Contexts*. Summer Issue.

Kleykamp, M. & **Montgomery, S.** 2013. “[Young Single Veterans and the Transition to the Civilian Employment: Does Marital Status Matter?](#)” *Stress in U.S. Military Families*. Shelley MacDermid Wadsworth, ed. Springer, pp. 193-218.

Reports

*Publicly available (links provided)

***Montgomery, S.**, Stangle J., Akinbayo, S., & Seamon-Lahiff, G. (2023). [DACOWITS 2023 Focus Group Report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.

***Montgomery, S.**, Stangle, J., Seamon-Lahiff, G., & Akinbayo, S. (2022). [DACOWITS 2022 Restoration Retrospective Report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.

- *Page, N., **Montgomery, S.**, Akinbayo, S., Huey, L., & Stangle, J. (2022). [Gender Discrimination](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Burlison, L., Ortiz, N., Michaels, M., **Montgomery, S.**, & Stangle, J. (2022). [Pregnancy and Parental Status Discrimination: A Review of Career Impacts and Mitigation Strategies](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Nindl, B., Lovalekar, M., **Montgomery, S.**, Arent, S. M., Kleykamp, M., Lucas, J., McFadden, B. A., Peterson, P.A., Cruz, D. E., Steele, E., DiBello, M., Cassar-Uhl, D., Burlison, L., Cintineo, H. P., Chandler, A. J., Cohen, S., Akinbayo, S., Tarzi, E., Graure, E., Gaddes, R., Allison, K. F., & Keenan, K. (2022). [U.S. Marine Corps Gender-Integrated Recruit Training Study](#). Training and Education Command, U.S. Marine Corps. Deliverables included Final Report and Briefing Package for Flag Officers.
- Gaddes, R., **Montgomery, S.**, Cassar-Uhl, D., Welch, R., & Graure, E. (2021). SAPRO High Risk Installation Evaluation Visits: Proposed Evidence-Informed Study Design. U.S. Department of Defense, Sexual Assault Prevention and Response Office.
- ***Montgomery, S.**, Jacobson, Z., Wakar, B., & Cody, S. (2021). [Millennial veteran entrepreneurship: Research on the next generation of veteran entrepreneurs](#). Small Business Administration.
- *Gaddes, R., **Montgomery, S.**, Jacobson, Z., Griffin, S., Stangle, J., Williams, A., Myers, J., & Bowling R. (2020). [A historical review of the influence of the Defense Advisory Committee on Women in the Services \(DACOWITS\). From 1951 to Present: A 70-year review](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Gaddes, R., Griffin, S., Jacobson, Z., **Montgomery, S.**, Stangle, J., & Williams, A. (2020). [Defense Advisory Committee on Women in the Services \(DACOWITS\) 2020 report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Williams, A., Jacobson, Z., **Montgomery, S.**, & Gaddes, R. (2020). [Foreign military physical fitness assessments](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Griffin, S., Stangle, J., **Montgomery, S.**, & Gaddes, R. (2020). [Military and nonmilitary careers: Youth perceptions, aspirations, and influences](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Duffy, C., Gaddes, R., **Montgomery, S.**, & Stangle, J. (2020). [Employee retention and engagement in the civilian labor force](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Gaddes, R., Jacobson, Z., **Montgomery, S.**, Stangle, J., & Williams, A. (2019). [Defense Advisory Committee on Women in the Services \(DACOWITS\) 2019 report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- Trucano, M., **Montgomery, S.**, Hong, S., & Duffy, C. (2019). Impressions from the field: Descriptive findings from the evaluation of the Story Mentors pilot marketing campaign in Mississippi (Draft). The Barbara Bush Foundation for Family Literacy.
- *Gaddes, R., Jacobson, Z., **Montgomery, S.**, Moore, C., Stangle, J., & Williams, A. (2019). [Defense Advisory Committee on Women in the Services \(DACOWITS\) 2019 focus group report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- *Schaad, A., **Montgomery, S.**, & Gaddes, R. (2019). [Challenges surrounding the reintegration of deployed military mothers](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.
- Montgomery, S.**, & Welch, R. (2019). PCORI task order no. 6 analytical report: Synthesis of challenges and lessons learned from the Engagement Awards program. Patient-Centered Outcomes Research Institute.

*Gaddes, R., Hare, A., **Montgomery, S.**, Moore, C., Stangle, J., Trucano, M., & Williams, A. (2018). [Defense Advisory Committee on Women in the Services \(DACOWTIS\) 2018 report](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.

*Gaddes, R., Jacobson, Z., **Montgomery, S.**, & Moore, C. (2018). [Conscious and unconscious gender bias](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.

*Janko, E., **Montgomery, S.**, & Gaddes, R. (2018). [Women in operational career fields: Lessons learned from male-dominated civilian industries](#). U.S. Department of Defense, Defense Advisory Committee on Women in the Services.

***Montgomery, S.** 2012. "[Characteristics of Rural Veterans 2010: Data from the American Community Survey](#)", National Center for Veterans Analysis and Statistics, U.S. Department of Veterans Affairs, Washington, DC.

*Holder, K. & **Montgomery, S.** 2011. "[America's Women Veterans: Military Service History and VA Benefit Utilization Statistics](#)", National Center for Veterans Analysis and Statistics, U.S. Department of Veterans Affairs, Washington, DC.

Selected Presentations

*Invited

- 2023 Montgomery, Sidra. "Designing sociologically informed policy recommendations for the U.S. Marine Corps on gender integration at recruit training." Presented at Inter-University Seminar on Armed Forces and Society, Reston, VA.
- 2023 Montgomery, Sidra. "Designing sociologically-informed policy recommendations for the U.S. Marine Corps on gender integration at recruit training." Presented at American Sociological Association Annual Meeting. Philadelphia, PA.
- 2023* Montgomery, Sidra. "Gender and the military." Guest lecture for SOC 2175: Sociology of Sex and Gender, George Washington University, Washington, DC.
- 2023* Montgomery, Sidra. "Sociology, gender, and the military." Guest lecture for NL445: Gender Matters: The Sociology of Gender at U.S. Naval Academy, Annapolis, MD.
- 2023 Montgomery, Sidra. (Panel Organizer and Panelist). "Employing your sociological imagination: Working as a sociologist outside of academia." Presented at Eastern Sociological Society Annual Meeting. Baltimore, MD.
- 2022* Montgomery, Sidra. "Post 9/11 wounded veterans as 'wounded warriors' and my work as a sociologist in practice." Guest lecture for SOCY120 Veterans in American Society: What does America owe its veterans?, University of Maryland, College Park, MD.
- 2020 Montgomery, Sidra, Rachel Gaddes, & Allyson Corbo (2020). What affects unit climate and culture? Service member perspectives on gender discrimination, sexual harassment, and other inappropriate behavior. National Discussion on Sexual Assault and Sexual Harassment at America's Colleges, Universities, and Service Academies. United States Military Academy at West Point. *(Cancelled because of COVID-19)*
- 2020 Montgomery, Sidra. (Panel Organizer and Panelist). "Employing your sociological imagination: Careers outside of academia." Presented at Eastern Sociological Society Annual Meeting. Philadelphia, PA.
- 2019* Montgomery, Sidra. "Research careers outside of academia." Panelist at University of Maryland PhD Pathways Conference. University of Maryland, College Park, MD.

- 2019* Montgomery, Sidra. "The military lifestyle: Exploring the unique social and cultural context of the U.S. Military." Speaker at Charlie Mike Training Center, The Barry Robinson Foundation, Norfolk, VA.
- 2018* Montgomery, Sidra. "Qualitative methods in practice in sociology." Guest lecture for Sociology Department at U.S. Military Academy, West Point, NY.
- 2018 Montgomery, Sidra. "Who is wounded as a 'wounded warrior'? The social construction of war injuries among post-9/11 wounded veterans." Presented at American Sociological Association, Philadelphia, PA.
- 2018 Montgomery, Sidra. "How Wounded Are You? Examining Social Stratification in the 'Wounded Warrior' Community." Presented at Eastern Sociological Society, Baltimore, MD.
- 2017 Montgomery, Sidra. "Not All 'Wounded Warriors' are Created Equal: Injury Visibility, Stigma, and Status." Presented at Inter-University Seminar on Armed Forces and Society, Reston, VA.
- 2017 Montgomery, Sidra. "Authentic 'Wounded Warriors'?": How Post-9/11 Wounded Veterans Use Group Boundaries to Challenge Stigma." Presented at American Sociological Association, Montréal, Québec, Canada.
- 2017* Montgomery, Sidra. *Meredith Kleykamp (advisor)*. Coalition for National Science Foundation (CNSF) Capitol Hill Exhibition. "Coming Home as 'Wounded Warriors': Examining the Experiences of Post-9/11 Wounded, Injured, and Ill Veterans." Representing American Sociological Association. U.S. Capitol, Washington D.C.
- 2017 Montgomery, Sidra, and Meredith Kleykamp. "You're Welcome: The Emotion Work of Accepting Others' Gratitude for Iraq and Afghanistan Wounded Veterans." Presented at Eastern Sociological Society, Philadelphia, PA.
- 2016* Montgomery, Sidra. "Coming Home as 'Wounded Warriors.'" Guest lecture for advising practicum. Beloit College, Beloit, WI.
- 2016 Montgomery, Sidra. "But You Look Fine?!?: Comparing the Everyday Lived Experiences of Post-9/11 Visibly and Invisibly Injured Veterans." Presented at 4th Annual Military Social Work Conference, Austin, TX.
- 2016 Montgomery, Sidra. "PTSD Stigma among Iraq and Afghanistan Wounded Veterans." Presented at Eastern Sociological Society, Boston, MA.
- 2016 Kleykamp, Meredith and Sidra Montgomery. "Who's Getting Out? How Spouses Experience the Transition Out of the Military." Presented at Eastern Sociological Society, Boston, MA.
- 2016* Montgomery, Sidra. "Coming Home as 'Wounded Warriors.'" Guest lecture for Spring Symposium. Lycoming College, Williamsport, PA.
- 2015 Montgomery, Sidra. "Protecting What's Ours: Examining Identity Work and Status among Post-9/11 'Wounded Warriors'" Presented at Inter-University Seminar on Armed Forces and Society, Chicago IL.
- 2015 Kleykamp, Meredith, Sidra Montgomery, Alexis Pang, and Kristin Schrader. "Planning the Means and Ends of Post-Service Life: Examining How Servicemembers Transition Out of the Military." Presented at Inter University Seminar on Armed Forces and Society, Chicago IL.
- 2015 Montgomery, Sidra. "Protecting What's Ours: Examining Identity Work and Status among Post-9/11 'Wounded Warriors'" Presented at American Sociological Association, Chicago, IL. *Roundtable Presentation*.
- 2011* Kleykamp, Meredith and Sidra Montgomery. "Young single veterans and the transition to civilian employment." Military Family Research Institute at Purdue University. Indianapolis, IN.

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- 2011 Montgomery, Sidra. "I'm married to someone in the military: who identifies with the military spouse role?" Presented at American Sociological Association. Las Vegas, NV.
- 2011 Montgomery, Sidra. "Who embraces the role of military spouse?" Presented at Eastern Sociological Society. Philadelphia, PA.

Media Coverage (Quoted)

- 2023 NPR, Morning Edition. June 27. "[The U.S. Marine Corps has decommissioned its all-female Fourth Battalion.](#)"
- The Island Packet, Beaufort County South Carolina. June 16. "[Marines say farewell to women-only battalion at Parris Island. How integrated is the base?](#)"
- Military Times. February 24. "[Marines scramble to recruit female drill instructors after COVID slump.](#)"
- NPR, Morning Edition. January 4. "[The Marines are supposed to fully open boot camp to women but continue to resist.](#)"
- NPR, All Things Considered. January 2. "[Marine Corps, despite a mandate, resists fully opening boot camp to women.](#)"

Teaching

Undergraduate Courses:

Research Methods (UAGC)
Social Theory (UAGC)
Social Problems (UAGC)
Engaging in Sociology (UAGC)
Gender and Sexuality (UAGC)
Introduction to Social Science (UAGC)
Social Problems (UAGC)

Graduate Courses:

Sociology of Work in Contemporary Society (UAGC)
Public Sociology Capstone (UAGC)

Teaching Assistant:

Diversity in the Military (UMD)
Introduction to Sociology (UMD)
Social Stratification (UMD)

Grants and Awards

- 2024 Public Sociology Award
Eastern Sociological Society
- 2015 National Science Foundation, Dissertation Improvement Grant
Sidra Montgomery (Ph.D. Candidate), and Meredith Kleykamp (Advisor, PI)
"Identity Work, Stigma, and Status among Wounded Warriors"
Proposal #1518894; \$11,164
- 2015 Recipient of the Charles H. Coates Graduate Research Award
University of Maryland, Department of Sociology

Professional Memberships and Service

2020-2021 Chair, Sociology in Practice Settings Symposium Planning Committee, American Sociological Association
2019-2021 Sociology in Practice Settings Symposium Planning Committee, American Sociological Association
2015-2017 Military Family Advisory Network (MFAN) Advisory Board
2011-2012 Graduate Admissions Committee, University of Maryland, Department of Sociology

Professional Associations & Organizations

American Sociological Association
Eastern Sociological Society
Inter-University Seminar on Armed Forces and Society