

# S. MICHAEL GADDIS

NWEA  
Research & Policy Partnerships  
121 NW Everett St.  
Portland, OR 97209

213.406.7580  
[michael.gaddis@nwea.org](mailto:michael.gaddis@nwea.org)  
<http://www.stevenmichaelgaddis.com>  
Twitter: @smgaddis

## PROFESSIONAL APPOINTMENTS

---

NWEA

2022- Senior Research Scientist, Research & Policy Partnerships

University of California, Los Angeles

2022-2023 Associate Professor of Sociology

2021-2023 Faculty Fellow, California Center for Population Research

2018-2023 Faculty Affiliate, Center for Social Statistics

2017-2022 Assistant Professor of Sociology

2017-2021 Faculty Affiliate, California Center for Population Research

Pennsylvania State University

2013-2017 Assistant Professor of Sociology and Demography

2015-2017 Faculty Associate, Population Research Institute

2016-2017 Faculty Affiliate, Center for the Study of Higher Education

University of Michigan

2013-2015 Robert Wood Johnson Foundation Scholar in Health Policy Research, School of Public Health

## EDUCATION

---

2013 Ph.D., Sociology, University of North Carolina at Chapel Hill.

*Dissertation:* "A Matter of Degrees: Educational Credentials and Race and Gender Discrimination in the Labor Market."

*Committee:* Karolyn Tyson (chair), Philip Cohen (University of Maryland), Arne Kalleberg, Douglas Lauen, Ted Mouw, and Devah Pager (Princeton University).

2009 M.A., Sociology, University of North Carolina at Chapel Hill.

2007 B.B.A., Management Information Systems, University of Georgia, Cum Laude.

2007 A.B., Sociology, University of Georgia, Cum Laude.

## RESEARCH & TEACHING INTERESTS

---

Inequality, Race & Ethnicity, Discrimination, Labor Markets, Sociology of Education, Higher Education, Correspondence Audits, and Experimental Methods.

## BOOKS

---

In progress

[2] Gaddis, S. Michael. *Understanding Racial/Ethnic Discrimination in the 21<sup>st</sup> Century*.

## 2018

- [1] **Gaddis, S. Michael.** (Editor and contributor) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance.* Cham, Switzerland: Springer International Publishing.

## PEER-REVIEWED JOURNAL ARTICLES

---

### Forthcoming

- [28] Nguyen, David<sup>+</sup>, Cecilia Rios-Aguilar, and **S. Michael Gaddis.** “Community College to PhD Scholars Program: Short-Term Outcome Evaluation of an Undergraduate Research and PhD Preparation Program.” *Community College Journal of Research and Practice.*
- [27] Fumarco, Luca<sup>+</sup>, **S. Michael Gaddis,** Francesco Sarracino, and Iain Snoddy. “SendEmails: An Automated Email Package with Multiple Applications.” *The Stata Journal.*

## 2023

- [26] Crabtree, Charles, Jae Yeon Kim, **S. Michael Gaddis,** John B. Holbein, Cameron Guage, and William W. Marx. “Validated Names for Experimental Studies on Race and Ethnicity.” *Nature – Scientific Data,* 10:1-10.
- [25] **Gaddis, S. Michael,** Colleen M. Carey, and Nicholas V. DiRago<sup>+</sup>. “Changes Over Time in COVID-19 Vaccination Inequalities in Eight Large U.S. Cities.” *Socius: Sociological Research for a Dynamic World,* 9:1-4.

## 2022

- [24] Crabtree, Charles, **S. Michael Gaddis,** John B. Holbein, and Edvard Nergård Larsen. “Racially Distinctive Names Signal Both Race/Ethnicity and Social Class.” *Sociological Science,* 9:454-72.
- [23] Wollum, Alexandra<sup>+</sup>, Sofía Garduño Huerta, Oriana López Uribe, Camille Garnsey, **S. Michael Gaddis,** Sarah E. Baum, and Brianna Keefe-Oates. “The Influence of Feminist Abortion Accompaniment on Emotions Related to Abortion: A Longitudinal Observational Study in Mexico.” *SSM – Population Health,* 19:1-11.
- [22] DiRago, Nicholas V.<sup>+</sup>, Meiyang Li<sup>+</sup>, Thalia Tom<sup>+</sup>, Will Schupmann<sup>+</sup>, Yvonne Carrillo<sup>+</sup>, Colleen M. Carey, and **S. Michael Gaddis.** “COVID-19 Vaccine Rollouts and the Reproduction of Urban Spatial Inequality: Disparities Within Large U.S. Cities in March and April 2021 by Racial/Ethnic and Socioeconomic Composition.” *Journal of Urban Health,* 99:191-207.

## 2021

- [21] Evans, Megan<sup>+</sup>, Jonathan Daw, and **S. Michael Gaddis.** “The Generational Boundaries of Educational Advantage: Does Great-Grandparent Educational Attainment Predict Great-Grandchild Early Academic Achievement?” *Socius: Sociological Research for a Dynamic World,* 7:1-22.
- [20] Lu, Yao, Neeraj Kaushal, Xiaoning Huang<sup>+</sup>, and **S. Michael Gaddis.** “Priming COVID-19 Salience Increases Prejudice and Discriminatory Intent Against Asians and Hispanics.” *Proceedings of the National Academy of Sciences,* 118(36):1-7.
- [Selected media coverage:](#) *The Charlotte Observer, Lexington Herald Leader, Los Angeles Times, Raleigh News and Observer, The San Diego Union-Tribune.*

## 2020

- [19] **Gaddis, S. Michael\***, and Raj Ghoshal\*. “Searching for a Roommate: A Correspondence Audit Examining Racial/Ethnic and Immigrant Discrimination among Millennials.” *Socius:*

*Sociological Research for a Dynamic World*, 6:1-16.

- **Selected media coverage:** *CBS LA*, *The Hidden Brain* podcast, *The Hill*, *KNX Los Angeles*, *Los Angeles Times*, *NBC Boston*, *NBC LA*, *NBC LX*, *NBC Philadelphia*, *Psychology Today*, *Sirius XM: Affirmative Reaction*.

- [18] **Gaddis, S. Michael**, Daniel Ramirez<sup>+</sup>, and Erik L. Hernandez<sup>+</sup>. “Variations in Endorsed Mental Health Treatment Stigma across U.S. Higher Education Institutions.” *Stigma and Health*, 5(3):323-330.
- [17] Porter, Nathaniel D. <sup>+</sup>, Ashton M. Verdery, and **S. Michael Gaddis**. “Enhancing Big Data in the Social Sciences with Crowdsourcing: Data Augmentation Practices, Techniques, and Opportunities.” *PLoS ONE*, 15(6):1-21.
- [16] Daw, Jonathan, **S. Michael Gaddis**, and Anne Roback Morse<sup>+</sup>. “3Ms of 3G: Testing Three Mechanisms of Three-Generational Educational Mobility in the U.S.” *Research in Social Stratification and Mobility*, 66:1-23.

**2019**

- [15] **Gaddis, S. Michael**. “Understanding the ‘How’ and ‘Why’ Aspects of Racial/Ethnic Discrimination: A Multi-Method Approach to Audit Studies.” *Sociology of Race and Ethnicity*, 5(4):443-455.
- [14] Hardie, Jessica Halliday, Jonathan Daw, and **S. Michael Gaddis**. “Job Characteristics, Job Preferences, and Physical and Mental Health in Later Life.” *Socius: Sociological Research for a Dynamic World*, 5:1-18.

**2018**

- [13] **Gaddis, S. Michael**, Daniel Ramirez<sup>+</sup>, and Erik L. Hernandez<sup>+</sup>. “Contextualizing Public Stigma: Endorsed Mental Health Treatment Stigma on College Campuses.” *Social Science & Medicine*, 197:183-191.
- **Selected media coverage:** *CU Independent*, *Daily Bruin*, *Daily Trojan*, *Inside Higher Ed*.

**2017**

- [12] Campbell, Colin, and **S. Michael Gaddis**. “‘I Don’t Agree with Giving Cash’: A Survey Experiment Examining Support for Public Assistance.” *Social Science Quarterly*, 98(5):1352-73.
- [11] **Gaddis, S. Michael**. “Racial/Ethnic Perceptions from Hispanic Names: Selecting Names to Test for Discrimination.” *Socius: Sociological Research for a Dynamic World*, 3:1-11.
- [10] **Gaddis, S. Michael**. “How Black are Lakisha and Jamal? Racial Perceptions from Names Used in Correspondence Audit Studies.” *Sociological Science*, 4:469-89.
- **Selected media coverage:** *Business Insider*, *NBC News*.
  - **Google Scholar:** 2<sup>nd</sup> most cited article in the last 5 years in *Sociological Science* (2020, 2021, 2022).

**2016**

- [9] Lauen, Douglas L., and **S. Michael Gaddis**. “Accountability Pressure, Academic Standards, and Educational Triage.” *Educational Evaluation and Policy Analysis*, 38(1):127-47
- **Selected media coverage:** *Education Week*.

**2015**

- [8] Lipson, Sarah<sup>+</sup>, **S. Michael Gaddis**, Justin Heinze, Katie Beck<sup>0</sup>, and Daniel Eisenberg. “Variations in Student Mental Health and Service Utilization across Institutional

Characteristics.” *Journal of American College Health*, 63(6):388-96.

- [Google Scholar](#): Most cited article in the last 5 years in *Journal of American College Health* (2020).

- [7] **Gaddis, S. Michael**. “Discrimination in the Credential Society: An Audit Study of Race and College Selectivity in the Labor Market.” *Social Forces*, 93(4):1451-79.
- [Selected media coverage](#): *The Boston Globe*, *Bustle*, *The Economist*, *Fortune*, *The Guardian*, *Harvard Business Review*, *Inside Higher Ed*, *PBS News Hour*, *Salon*, *Times Higher Education*.
  - [Google Scholar](#): Most cited article in the last 5 years in *Social Forces* (2018, 2019, 2020).
  - [Awards](#): Graduate Student Paper Award (2013), ASA Section on Inequality, Poverty, and Mobility; James E. Blackwell Award (2013), ASA Section on Racial and Ethnic Minorities; Honorable Mention, David Lee Stevenson Award (2013), ASA Section on Sociology of Education; Graduate Student Paper Award (2012), Sociology of Education Association; Graduate Student Paper Award (2012), AERA, Sociology of Education SIG; Graduate Student Paper Award (2012), Alpha Kappa Delta.
- [6] **Gaddis, S. Michael\***, and Raj Ghoshal\*. “Arab-American Housing Discrimination, Ethnic Competition, and the Contact Hypothesis.” *The Annals of the American Academy of Political and Social Science*, 660(1):282-99.

## 2014

- [5] **Gaddis, S. Michael**, and Douglas L. Lauen. “School Accountability and the Black-White Test Score Gap.” *Social Science Research*, 44:15-31.

## 2013

- [4] Lauen, Douglas L., and **S. Michael Gaddis**. “Exposure to Classroom Poverty and Test Score Achievement: Contextual Effects or Selection?” *American Journal of Sociology*, 118(4):943-79.
- [Awards](#): Honorable Mention, James Coleman Award (2014), ASA Section on Sociology of Education.
- [3] **Gaddis, S. Michael**. “The Influence of Habitus in the Relationship between Cultural Capital and Academic Achievement.” *Social Science Research*, 42(1):1-13.
- [Google Scholar](#): Most cited article in the last 5 years in *Social Science Research* (2018).
  - [Awards](#): Graduate Student Paper Award (2011), SSSP Educational Problems Division.

## 2012

- [2] **Gaddis, S. Michael**. “What's in a Relationship? An Examination of Social Capital, Race, and Class in Mentoring Relationships.” *Social Forces*, 90(4):1237-69.
- [Awards](#): Odum Award (2010), Southern Sociological Society; Graduate Student Paper Award (2010), SSSP Community Research and Development Division; Honorable Mention, Graduate Student Paper Award (2010), AERA Sociology of Education SIG.
- [1] Lauen, Douglas L., and **S. Michael Gaddis**. “Shining a Light or Fumbling in the Dark? The Effects of NCLB's Subgroup-Specific Accountability Pressure on Student Achievement.” *Educational Evaluation and Policy Analysis*, 34(2):185-208.

## BOOK CHAPTERS

---

### 2023

- [3] **Gaddis, S. Michael**, and Nicholas V. DiRago<sup>+</sup>. “Audit Studies of Housing Discrimination in the United States: Established, Emerging, and Future Research.” in Brian J. McCabe and Eva Rosen (eds.) *The Sociology of Housing*, 93-106.

### 2018

- [2] **Gaddis, S. Michael**. “An Introduction to Audit Studies in the Social Sciences.” in S. Michael Gaddis (ed.) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*, 3-44.

2013

- [1] McDonald, Steve, **S. Michael Gaddis**, Lindsey B. Trimble<sup>+</sup>, and Lindsay Hamm<sup>+</sup>. “Frontiers of Sociological Research on Networks, Employment, and Inequality.” in Steve McDonald (ed.) *Research in the Sociology of Work*, 24:1-41.

#### MANUSCRIPTS UNDER REVIEW

---

- Lu, Yao, Neeraj Kaushal, Xiaoning Huang<sup>+</sup>, **S. Michael Gaddis**, and Ariela Schachter. “COVID-Induced Anti-Asian Racism Eases as Pandemic Recedes, But General Anti-Asian Racism Persists.” **Conditional acceptance** at *Sociological Science*.
- Gaddis, S. Michael**, A. Nicole Kreisberg, and Charles Crabtree. “Assessing Immigrant Generation and Citizenship Status from Names.” **Revise and resubmit** at *International Migration Review*.
- Gaddis, S. Michael**. “Signaling Class: Two Survey Experiments Examining Social Class Perceptions from Names Used in Racial-Bias Experiments.” **Revise and resubmit** at *Social Psychological and Personality Science*.
- Gaddis, S. Michael**. “Cognitive-Behavioral Disconnect Bias in the Study of Racial/Ethnic Discrimination: A Method to Examine and Measure Respondents’ Alignment of Predicted and Actual Behavior.” **Revise and resubmit** at *Sociology of Race and Ethnicity*.
- Crabtree, Charles, **S. Michael Gaddis**, Edvard Nergård Larsen, and John B. Holbein. “Changes in the Amount and Type of Social Science Research on Discrimination: 1950 to 2015.” **Revise and resubmit** at *Socius: Sociological Research for a Dynamic World*.
- Kaushal, Neeraj, **S. Michael Gaddis**, Yao Lu, Xiaoning Huang<sup>+</sup>, and Ariela Schachter. “As COVID Recedes, Its Reminder Increases Anti-Black Racism and Reduces Support for Black and Hispanic Hate Crime Victims.” Under review at *Proceedings of the National Academy of Sciences*.
- Gaddis, S. Michael**, and Joseph Murphy<sup>+</sup>. “Can Adolescents Acquire Cultural Capital Through Social Capital Access and Exposure? Longitudinal Experimental Evidence of The Impact of Ties to College-Educated Adults.” Under review at *AERA Open*.
- Gaddis, S. Michael**, Megan Evans<sup>+</sup>, Brandon Wagner, Anne Roback Morse<sup>+</sup>, and Jonathan Daw. “The Transmission of Educational Advantage across Three Generations: Grandparent Effects and Spousal Mediation in the Second Generation.” Under review at *Social Science Research*.
- Nguyen, David<sup>+</sup>, **S. Michael Gaddis**, and Cecilia Rios-Aguilar. “Community College to PhD Scholars Program: Short-Term Outcome Evaluation of an Undergraduate Research and PhD Preparation Program.” Under review at the *Community College Review*.

#### MANUSCRIPTS IN PREPARATION (WORKING DRAFTS AVAILABLE)

---

- Gaddis, S. Michael**, Edvard Nergård Larsen, Charles Crabtree, and John B. Holbein. “How Prevalent is Racial Discrimination Against Black and Hispanic Americans Across Contexts? A Meta-Analysis of Correspondence Audits.”
- Gaddis, S. Michael**, Charles Crabtree, John B. Holbein, and Steve Pfaff. “Racial/Ethnic Discrimination in Interactions with the U.S. Public Education System: A Correspondence Audit of Principals.”
- Gaddis, S. Michael**. “When Educational Authority Meets Racial Discrimination: Two Experiments

Examining Racial Disparities in the Labor Market Value of Educational Credentials.”

**Gaddis, S. Michael.** “A Tale of Two Cities: Heterogeneity in Racial/Ethnic Discrimination in the Canadian Housing Market.”

**Gaddis, S. Michael.** “Signal Boost, Saturation, or Degradation? A Labor Market Correspondence Audit Examining For-Profit Postsecondary Education Certificates.”

**Gaddis, S. Michael.** “Social Capital in the Creation of Cultural Capital, Habitus, and Academic Achievement: Access vs. Mobilization for Low-Income and Racial Minority Adolescents.”

**Gaddis, S. Michael** and Steve McDonald. “Membership has its Privileges: Alumni Affiliation, Race, and Job Finding Assistance.”

**Gaddis, S. Michael,** and Raj Ghoshal. “Why Do White Millennials Engage in Racial/Ethnic Discrimination?”

**Gaddis, S. Michael,** Nicholas DiRago<sup>+</sup>, Michael Bader, and Raj Ghoshal. “Housing Discrimination Constrains Housing Choice Sets for Black and Hispanic Homeseekers to Lower-SES and Higher-Crime Census Tracts.”

**Gaddis, S. Michael,** and Raj Ghoshal. “Dynamic Racial Triangulation: Examining the Racial Order using An Experiment on Discrimination among Millennials.”

**Gaddis, S. Michael.** “The Honeypot Audit: Reversing the Correspondence Audit Method.”

**Gaddis, S. Michael,** and Edvard Nergård Larsen. “Auditing Audit Studies: The Effects of Name Perception and Selection on Social Science Measurement of Racial Discrimination.”

**Gaddis, S. Michael,** Edvard Nergård Larsen, Natasha Quadlin, Charles Crabtree, and John B. Holbein. “Intersectional Discrimination: A Meta-Analysis of Gendered Racial Discrimination and Racialized Gender Discrimination using Correspondence Audits”

**Gaddis, S. Michael,** Patrick Button, and Charles Crabtree. “Methodological Advances in Correspondence Audits.”

Ramirez, Daniel, **S. Michael Gaddis,** and Joeun Kim. “Anti-Muslim Sentiment in the Wake of Terrorist Attacks: Country- and Individual-Level Examinations of Ethnic Competition and Intergroup Contact.”

Ramirez, Daniel, and **S. Michael Gaddis.** “‘Not One of Us’: Symbolic Boundary Emphasis in the Wake of Terrorist Attacks.”

Crabtree, Charles, **S. Michael Gaddis,** John B. Holbein, and Edvard Nergård Larsen. “Correspondence Audits of Racial Discrimination Show Signs of Publication Bias.”

Flores, René D., Lucas G. Drouhot, and **S. Michael Gaddis.** “Intersectionality in Stereotype Content Among White Americans May Be Limited.”

## **OP-EDS & OTHER PUBLICATIONS**

---

2021. “Correspondence Audit Studies are Necessary to Understand Discrimination.” Lead author, with co-authors: Charles Crabtree, Marc Bendick Jr., Patrick Button, John B. Holbein, Joanna N. Lahey, Michelangelo Landgrave, Donald P. Moynihan, David Pedulla, Natasha Quadlin, and Kate Weisshaar. *Times Higher Education*. March 25, 2021.

2021. “Despite Positive Racial Attitudes, Racial Discrimination is Prevalent among Millennials.” *Work in Progress*, American Sociological Association blog, March 4, 2021.

2021. “Millennials and the Great Reckoning on Race.” *The Hill*. January 15, 2021.

2011. “Rethinking Accountability Models in U.S. Public Education.” *The Atlanta Journal-Constitution*. June 1, 2011.

Other op-eds and original writing featured in/on: *Medium*, The Century Foundation’s *Blog of the Century*, *Daily Kos*, *Educational Problems* blog, and *Everyday Sociology Blog*.

---

## **MEDIA COVERAGE**

Media coverage for published research in/on: *AP News*, *Atlanta Black Star*, *The Berkeley Blog*, *BET*, *The Boston Globe*, *The Boston Review*, *Business Insider*, *Bustle*, *CBS LA*, *The Charlotte Observer*, *The Conversation*, *CU Independent*, *The Daily Bruin*, *The Daily Tar Heel*, *The Daily Trojan*, Andrew Sullivan’s *The Dish*, *The Economist*, *Education Week*, *Endeavors*, *Fortune*, *The Guardian*, *Harvard Business Review*, *The Herald-Sun*, *The Hidden Brain* podcast, *The Hill*, *Idaho Statesman*, *Inside Higher Ed*, *John Locke Foundation* blog, *KNX Los Angeles*, *Lexington Herald Leader*, *Louisiana Weekly*, *Los Angeles Times*, *Made in America* blog, *Mic*, *National Affairs*, *NBC Bay Area*, *NBC Boston*, *NBC Connecticut*, *NBC Dallas*, *NBC Los Angeles*, *NBC LX*, *NBC Miami*, *NBC New England*, *NBC News*, *NBC Philadelphia*, *NBC San Diego*, *NBC South Florida*, *NBC Southern California*, *NBC Washington*, *The News Tribune*, *Pacific Standard*, *PBS NewsHour*, *Phys.org*, *Psychology Today*, *Quartz*, *Raleigh News and Observer*, *Salon*, *The San Diego Union-Tribune*, *The Society Pages*, *Sociological Images*, *SiriusXM: Affirmative Reaction with Xorje Olivares*, *Stanford Social Innovation Review*, *The Star-Telegram*, *Take Part*, *Times Higher Education*, WNYC’s *On the Media*, and *The Wichita Eagle*.

---

## **RESEARCH & LEGAL CONSULTING**

2021-2023 The U.S. Department of Justice, Civil Rights Division, Fair Housing Testing Program. Research and litigation consultant (ongoing).

2023 Santa Clara Public Defenders Office. Research and litigation consultant (ongoing).

2020 *Yulanda L. Curtis v. Robert Wilkie, Secretary, Department of Veterans Affairs Agency*. Provided original research and expert report.

2019 Airbnb discrimination litigation in the U.S. District Court for District of Oregon. Provided expert report. Led to changes on the Airbnb platform to combat racial discrimination. [NBC News link](#)

2019 Airbnb discrimination arbitration in Washington, D.C. Provided expert report.

2017 *The Boston Globe*, The Spotlight Team, “Boston. Racism. Image. Reality.” Consulted for rental housing audit on Craigslist. [Boston Globe link](#)

---

## **GRANTS & FELLOWSHIPS**

2023 Spencer Foundation, Conference Grant, \$50,000, “Innovations in Measuring, Analyzing, and Discussing Race and Racial Inequality in Education Research and Journalism.” (5/31/2023 –12/31/2023).

2022 NIH NICHD, R21, \$244,943, “Prejudices and Discrimination Toward Asians and Hispanics During and After COVID-19.” Consultant. PI: Neeraj Kaushal. (9/15/2022 –

8/31/2024).

- 2022 UCLA Center for the Advancement of Teaching, \$600, “The Effects of Survey Default Answer Modes, Options, and Locations on Response Distributions.” (Spring 2022 quarter for SOC 20/89).
- 2021 UCLA Center for the Study of Women Faculty Research Grant, \$3,000, “Analyzing Gender Discrimination in Hiring over Time Using Decades of Correspondence Audit Studies.” Co-PI with Natasha Quadlin. (7/1/2021 – 6/30/2022)
- 2019 UCLA Faculty Career Development Award, \$6,000, “The Effects of Higher Education Institutional Environments on Student Mental Health.” (7/1/2019 – 6/30/2020)
- 2018 UCLA California Center for Population Research Seed Grant, \$7,500, “The Effects of Higher Education Institutional Environments on Student Mental Health.” (3/1/2018 – 12/31/2018)
- 2017 American Sociological Association Fund for the Advancement of the Discipline, \$8,000, “Poverty and Profit: An Audit Study of Discrimination in Pawn Shop Transactions.” Co-PI with Colin Campbell. (4/1/2017 – 6/30/2018)
- 2016 Spencer Foundation Small Grant, \$50,000, “Higher Education Credentials: Changes in Race and Gender Labor Market Opportunities over Time.” (1/1/2016 – 12/31/2016)
- 2016 Russell Sage Foundation Presidential Authority Award, \$34,971, “Inequality and the Rising Tide: Do Better Macroeconomic Conditions Reduce Racial Discrimination among College Graduates?” (2/1/2016 – 8/1/2017)
- 2013 Robert Wood Johnson Foundation Scholar in Health Policy Research Fellowship
- 2012 National Academy of Education/Spencer Dissertation Fellowship, \$25,000
- 2012 Royster Society of Fellows Dissertation Fellowship, UNC-CH Graduate School, \$20,000
- 2011 Jurg Steiner Summer Research Fellowship, UNC-CH Graduate School, \$4,000
- 2011 Pilot Project Award, Graduate Research Fund, UNC-CH Department of Sociology, \$403

#### **GRANTS PROPOSALS UNDER REVIEW**

---

- 2023 Washington Center for Equitable Growth, “Changes in Racial/Ethnic Discrimination by Labor Market Slack/Tightness: A Meta-Analysis of Field Experiments.” (\$75,000 requested).
- 2023 Alfred P. Sloan Foundation, “Changes in Racial/Ethnic Discrimination by Labor Market Slack/Tightness: A Meta-Analysis of Field Experiments.” (\$150,000 requested).

#### **HONORS & AWARDS**

---

- 2020 Honorable Mention, Distinguished Early Career Award, ASA Section on Racial and Ethnic Minorities
- 2018 40 for 40 Fellowship, Association for Public Policy Analysis and Management
- 2014 Honorable Mention, James Coleman Award, ASA Section on Sociology of Education
- 2013 Graduate student paper award, ASA Section on Inequality, Poverty, and Mobility



- 2013 James E. Blackwell Distinguished Graduate Student Paper Award, ASA Section on Racial and Ethnic Minorities
- 2013 Honorable Mention, David Lee Stevenson Award, ASA Section on Sociology of Education
- 2013 Dean's Distinguished Dissertation Award for social sciences, UNC-CH Graduate School
- 2012 National Data Institute Fellow, National Science Foundation and National Center for Education Statistics
- 2012 Howard W. Odum Award for Excellence, UNC-CH Department of Sociology
- 2012 Second place, graduate student paper award, Alpha Kappa Delta
- 2012 Graduate student paper award, AERA Sociology of Education SIG
- 2012 Graduate student paper award, Sociology of Education Association
- 2012 Impact Award, UNC-CH Graduate Education Advancement Board
- 2011 Graduate student paper award, SSSP Educational Problems Division
- 2010 Graduate student paper award, SSSP Community Research and Development Division
- 2010 Honorable Mention, graduate student paper award, AERA Sociology of Education SIG
- 2010 Odum Award for outstanding graduate student paper, Southern Sociological Society
- 2007 Distinguished Research Award, University of Georgia, Department of Sociology

### **INVITED PRESENTATIONS**

---

“The K-12 Public School System as a Site for Discrimination.”

- Princeton University, Education Research Section, February 2023
- NWEA, Collaborative for Student Growth, May 2022

“Racial/Ethnic Discrimination in the 21<sup>st</sup> Century: Examining Biased Behaviors.”

- Johns Hopkins University, Department of Sociology, November 2022
- University of Southern California, Center for Economic and Social Research, February 2022
- Cal State University – Fullerton, Department of Sociology, Alpha Kappa Delta Lecture, April 2021
- The Science of Implicit Bias: Implications for Law and Policy (invited conference), National Academies of Science, Engineering, and Medicine, March 2021

“A Tale of Two Cities: Heterogeneity in Racial/Ethnic Discrimination in the Canadian Housing Market.”

- Conference in Honor of John Yinger (invited conference), Syracuse University, Maxwell School of Citizenship and Public Affairs, August 2022

“Using Correspondence Audits to Examine Discrimination – With an Extended Example on Racial/Ethnic Discrimination in Housing.”

- Conference on New Approaches to Discrimination Research (invited conference), University of Chicago, Human Capital and Economic Opportunity Working Group, June 2021

“Signaling Race and Ethnicity in Survey and Field Experiments.”

- Conference on Prejudice and Stigma (invited conference), University of Chicago, Human Capital and Economic Opportunity Working Group and the Committee on Quantitative Methods in the Social,

“College, The Great Unequalizer: Racial Differences in Returns to Educational Credentials.”

- Columbia University, Center for the Study of Wealth and Inequality, February 2020
- Princeton University, Office of Population Research, February 2020
- University of California, Irvine, Department of Sociology, February 2019
- University of Notre Dame, Center for Research on Educational Opportunity, November 2016

“Assessing Immigrant Generational Status from Names: Evidence for Experiments Examining Racial/Ethnic and Immigrant Discrimination.”

- University of Chicago, Department of Sociology, April 2019

“Dynamic Racial Triangulation: Two Experiments Examining Discrimination among Millennials.”

- Purdue University, Department of Sociology, September 2018
- University of California, Los Angeles, Department of Sociology, February 2017

“Five by Five: Signaling Racial/Ethnic/Immigrant Status in Correspondence Audit Studies.”

- What Works to Reduce Discrimination? (invited conference), Harvard University, Radcliffe Institute for Advanced Study, April 2018
- Ethnic Inequality in the Labour Market (invited conference), University of Amsterdam, Amsterdam Centre for Inequality Studies, September 2017

“The Transmission of Educational Advantage across Three Generations: Spousal Mediation in the Second Generation.” (with Jonathan Daw)

- Multi-Generational Social Mobility Workshop (invited conference), University of Oxford, Nuffield College, September 2017

“Examining Racial Discrimination in the 21<sup>st</sup> Century.”

- Lives of Color: Race-Ethnicity and the Life Course (invited conference), Penn State University, May 2017
- University of Arizona, Department of Sociology, January 2017
- University of California, San Diego, Department of Sociology, October 2016
- Cornell University, Center for the Study of Inequality and Cornell Population Center, September 2016
- Pennsylvania State University, Innovative Methods Workshop, September 2016

“Finding a Roommate on Craigslist: An Audit Study of Racial Discrimination and Residential Segregation.”

- Hunter College, CUNY, Department of Sociology, March 2016

“Discrimination in the Credential Society: An Audit Study of Race, Social Class, and College Selectivity in the Labor Market.”

- University of Western Ontario, Department of Sociology, October 2014
- Northwestern University, Kellogg School of Management, October 2013
- University of Notre Dame, Center for Research on Educational Opportunity, October 2013
- Meredith College, Department of Sociology, April 2013
- Brown University, Department of Sociology, November 2012
- University of Arizona, Department of Sociology, November 2012
- Pennsylvania State University, Department of Sociology, November 2012
- University of Texas at Austin, Department of Sociology, November 2012
- University of Illinois at Chicago, Department of Sociology, October 2012
- North Carolina State University, Department of Sociology, October 2012
- University of North Carolina at Chapel Hill, Department of Sociology, October 2012
- Wake Forest University, Sociology of Education Seminar, April 2012

- “Arab-American Housing Discrimination, Ethnic Competition, and the Contact Hypothesis.” (with Raj Ghoshal\*)
- Residential Inequality in American Neighborhoods and Communities (invited conference), Penn State University, September 2014
- “Can Schools Close SES Achievement Gaps? The Role of Accountability, Resources, and Teacher Quality.” (with Douglas L. Lauen)
- Income, Inequality, and Educational Success: New Evidence about Socioeconomic Status and Educational Outcomes (invited conference), Stanford University, May 2012

### **INVITED TEACHING WORKSHOPS**

---

- “Introduction to Experimental Methods in the Social & Behavioral Sciences.”
- Statistical Horizons, 2-day short course, May 2019
  - Percontor: Educational Research & Training, 1-day online short course, May 2018, September 2018
  - University of Texas at Austin, Population Research Center, 2-day short course, February 2018
  - University of Arizona, Department of Sociology, Methods Workshop Series, 3-day short course, January 2017, January 2018
- “Correspondence Audits: Design Issues and Practical Examples.”
- University of Chicago, Department of Sociology, April 2019
  - Indiana University – Bloomington, Workshop in Methods, September 2018
  - University of Amsterdam, Amsterdam Centre for Inequality Studies, September 2017

### **CONFERENCE PRESENTATIONS**

---

- “Experimental and Audit Methods.” (organizer and chair)
- American Sociological Association, Philadelphia, PA, August 2023
- “Audit Correspondence Experiments Examining Discrimination: Exploring Mechanisms and New Contexts.” (organizer and chair)
- American Sociological Association, Los Angeles, CA, August 2022
- “The Transmission of Educational Advantage across Three Generations: Spousal Mediation in the Second Generation.” (with Jonathan Daw and Brandon Wagner)
- World Economic History Congress, Paris, France, July 2022
  - International Seminar on Demographic Processes and Socioeconomic Reproduction in the Long Run IUSSP, Paris, France, August 2020 [canceled: COVID-19]
- “Using Correspondence Audits to Examine Discrimination: Methodological Issues and New Directions.”
- American Sociological Association, Virtual, August 2021
- “Moving to the City: A Correspondence Audit Study Examining the Consequences of Racial/Ethnic Discrimination on Residential Segregation.” (with Nicholas DiRago<sup>+</sup> and Raj Ghoshal)
- International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Virtual, June 2021
  - Population Association of America, Virtual, May 2021
- “What Experiments Examining Discrimination Tell us about Work and Inequality in the 21<sup>st</sup> Century.” (organizer and chair)
- American Sociological Association, San Francisco, CA, August 2020 [canceled: COVID-19]
- “Stigma and the Power of Credential Signaling: Field and Survey Experiments on Associate Degrees

- and Certificates.”
  - Pacific Sociological Association, Eugene, OR, March 2020 [canceled: COVID-19]
- “Comparing Stigma, School Values, and Access to Mental Health Treatment at Religious and Secular Universities.” (with Jannah Perry<sup>6</sup>)
- Pacific Sociological Association, Eugene, OR, March 2020 [canceled: COVID-19]
- “Mixing Field and Survey Experiments: Understanding Social Desirability Bias and Mechanisms of Discrimination.”
- International Migration, Integration, and Social Cohesion (IMISCOE), Malmo, Sweden, June 2019
- “Alumni Association: Racialized Access to Labor Market Networks.” (with Steve McDonald)
- Association for Public Policy Analysis and Management, Washington, DC, November 2018
  - American Sociological Association, Philadelphia, PA, August 2018
- “How Might Policy Reduce Discrimination? Advances from Experiments Examining Discrimination.” (organizer and chair)
- Association for Public Policy Analysis and Management, Washington, DC, November 2018
- “Five by Five: Signaling Racial/Ethnic/Immigrant Status in Correspondence Audit Studies.”
- International Migration, Integration, and Social Cohesion (IMISCOE), Barcelona, Spain, July 2018
  - American Sociological Association, Chicago, IL, August 2015
- “A Racial Stratification System for the 21<sup>st</sup> Century: The Causes and Consequences of Discrimination among Millennials.”
- Southern Sociological Society, New Orleans, LA, April 2018
- “Audit Studies of Discrimination.” – 2 sessions (organizer and chair)
- Southern Sociological Society, New Orleans, LA, April 2018
- “The Contextual Effects of Mental Health Stigma on College Campuses.” (with Daniel Ramirez<sup>+</sup> and Erik Hernandez<sup>+</sup>)
- Interdisciplinary Association for Population Health Science, Improving Population Health, Austin, TX, October 2017
- “Big Data’s Little Brother: Enhancing Big Data in the Social Sciences with Micro-Task Marketplaces.” (with Nathaniel D. Porter<sup>+</sup> and Ashton M. Verdery)
- American Sociological Association, Seattle, WA, August 2016
- “Education in 3G: Heterogeneity of Intergenerational Educational Mobility in the U.S.” (with Jonathan Daw)
- Population Association of America, Washington, DC, April 2016
- “A Field Experiment on Associate Degrees and Certificates: Statistical Discrimination, Stigma, Signal Boost, and Signal Saturation.”
- Southern Sociological Society, Atlanta, GA, April 2016
  - Sociology of Education Association, Monterey, CA, February 2016
- “Audits and Field Experiments Special Session.” (organizer and chair)
- American Sociological Association, Chicago, IL, August 2015
- “‘I Don’t Agree with Giving Cash’: A Survey Experiment Examining Support for Public Assistance.” (with Colin Campbell)
- American Sociological Association, Chicago, IL, August 2015

- “More than High School, Less than a Bachelor’s Degree: The Value of Sub-BA Credentials in the Labor Market.”
- Association for Public Policy Analysis and Management, Albuquerque, NM, November 2014
- “Social Capital in the Creation of Cultural Capital and Habitus.”
- Sociology of Education Association, Monterey, CA, February 2014
- “Following in their Footsteps: The Contribution of College Quality to Social Mobility.” (with Jonathan Daw)
- Sociology of Education Association, Monterey, CA, February 2014
- “Finding a Roommate on Craigslist: An Audit Study of Racial Discrimination and Residential Segregation.” (with Raj Ghoshal\*)
- Eastern Sociological Society, Baltimore, MD, February 2014
  - American Sociological Association, New York, NY, August 2013
  - Population Association of America, New Orleans, LA, April 2013
- “The Role of Preferences in College Choice: Findings from ELS 2002.” (with Grant S. Blume<sup>+</sup>, Maria Adamuti-Trache, and Joseph Yeado)
- American Educational Research Association, San Francisco, CA, April 2013
- “Can Schools Close SES Achievement Gaps? The Role of Accountability, Resources, and Teacher Quality.” (with Douglas L. Lauen)
- American Educational Research Association, San Francisco, CA, April 2013
- “The Effect of Cumulative Exposure to Accountability Pressure on Grade Progression in Primary and Secondary School.” (with Douglas L. Lauen, Jennifer Jennings, and Riha Vaidya<sup>+</sup>)
- Association for Education Finance and Policy, New Orleans, LA, March 2013
  - Sociology of Education Association, Monterey, CA, February, 2013
- “The Effects of District-Level Policies on the Black-White Test Score Gap.” (with Casey White<sup>+</sup>, Charlotte Agger<sup>+</sup>, and Douglas L. Lauen)
- Association for Public Policy Analysis and Management, Baltimore, MD, November 2012
- “Discrimination in the Credential Society: An Audit Study of Race, Social Class, and College Selectivity in the Labor Market.”
- Computational and Online Social Science, New York, NY, October 2012
  - American Sociological Association, Denver, CO, August 2012
  - Population Association of America, San Francisco, CA, May 2012
  - American Educational Research Association, Vancouver, BC, April 2012
  - Sociology of Education Association, Monterey, CA, February 2012
- “Using Google Trends in Social Science Research: Monitoring and Predicting Demographic Trends and Social Movements.” (with Ashton M. Verdery)
- American Sociological Association, Denver, CO, August 2012
- “Accountability Pressure, Academic Standards, and Educational Triage.” (with Douglas L. Lauen)
- Society for Research on Educational Effectiveness, Washington, DC, March 2012
- “The Influence of Habitus in the Relationship between Cultural Capital and Academic Achievement.”
- American Sociological Association, Las Vegas, NV, August 2011
  - Society for the Study of Social Problems, Las Vegas, NV, August 2011
  - International Sociological Association Research Committee on Social Stratification and Mobility

(RC28), Essex, UK, April 2011

“School Accountability and the Black-White Test Score Gap.” (with Douglas L. Lauen)

- Sociology of Education Association, Monterey, CA, February, 2011

“What Does Diversity Do?” (discussant)

- Association for Public Policy Analysis and Management, Boston, MA, November 2010

“Shining a Light or Fumbling in the Dark? The Effects of NCLB's Subgroup-Specific Accountability Pressure on Student Achievement.” (with Douglas L. Lauen)

- Association for Public Policy Analysis and Management, Boston, MA, November 2010
- American Sociological Association, Atlanta, GA, August 2010

“What's in a Relationship? An Examination of Social Capital, Race, and Class in Mentoring Relationships.”

- Society for the Study of Social Problems, Atlanta, GA, August 2010
- Southern Sociological Society, Atlanta, GA, April 2010

“Exposure to Classroom Poverty and Test Score Achievement: Contextual Effects or Selection?” (with Douglas L. Lauen)

- American Educational Research Association, Denver, CO, April 2010
- Sociology of Education Association, Monterey, CA, February 2010

“Examining the Effect of the Racial Composition of Schools on Black Students' Test Scores.”

- American Sociological Association, San Francisco, CA, August 2009

“Getting the Most out of Mentoring: Factors that Lead to Increased Academic Achievement.”

- American Sociological Association, Boston, MA, August 2008
- Sociology of Education Association, Monterey, CA, February 2008

## **TEACHING EXPERIENCE**

---

Department of Sociology, University of California, Los Angeles

Black Los Angeles (Fiat Lux – first-year seminar): Fall 2017, Winter 2018

Undocumented in the U.S. (Fiat Lux): Fall 2018

U.S. Immigration Policy in the 20<sup>th</sup> and 21<sup>st</sup> Centuries (Fiat Lux): Spring 2020

Racial/Ethnic Discrimination in the 21<sup>st</sup> Century (Fiat Lux): Spring 2021, Fall 2021

Introduction to Sociological Research Methods: Fall 2018, Spring 2020, Spring 2021, Spring 2022

Race and Ethnicity in American Life: Spring 2018

Race and Public Policy: Spring 2018

Graduate Seminar in Social Stratification, Mobility, and Inequality: Spring 2019, Spring 2021

Graduate Intermediate Statistical Methods: Fall 2019, Fall 2020, Fall 2021

Department of Sociology, Pennsylvania State University

Introduction to Sociology: Summer 2015 (online)

Research Methods in Sociology: Spring 2017

Race and Public Policy: Fall 2015, Spring 2016, Spring 2017

Graduate Seminar in Race and Ethnicity: Fall 2016

Department of Sociology, University of North Carolina at Chapel Hill

Sociological Perspectives: Summer 2009, Spring 2010

Measurement and Data Collection: Fall 2009, Summer 2010

Race and Ethnic Relations: Fall 2010  
Crime and Deviance: Summer 2013 (online)

Teaching Assistant – Department of Sociology, University of North Carolina at Chapel Hill  
Sociological Perspectives: Spring 2012  
Sociological Theory: Fall 2007  
Data Analysis in Social Research: Spring 2008  
Categorical Data Analysis (graduate level): Fall 2011  
Longitudinal and Multilevel Data Analysis (graduate level): Fall 2010

Teaching Assistant – Department of Management Information Systems, University of Georgia  
Introduction to Information Systems: Spring 2006, Summer 2006, Fall 2006, Spring 2007,  
Summer 2007  
Introduction to Information Systems (Honors): Spring 2007

### **PUBLISHED TEACHING MATERIALS & EXERCISES**

- 2016 Ancillary review materials and quantitative data analysis exercises for *The Art and Science of Social Research* (1<sup>st</sup> edition) by Deborah Carr, Elizabeth Heger Boyle, Benjamin Cornwell, Shelley Correll, Robert Crosnoe, Jeremy Freese, and Mary C. Waters. W. W. Norton & Company.
- 2015 Ancillary review materials for *The Real World: An Introduction to Sociology* (5<sup>th</sup> edition) by Kerry Ferris and Jill Stein. W. W. Norton & Company.
- 2014 Ancillary review materials for *Introduction to Sociology* (9<sup>th</sup> edition) by Anthony Giddens, Mitchell Duneier, Richard P. Appelbaum, and Deborah Carr. W. W. Norton & Company.
- 2013 Quantitative data analysis exercises for *Introduction to Sociology* (8<sup>th</sup> edition) and *Essentials of Sociology* (4<sup>th</sup> edition) by Anthony Giddens, Mitchell Duneier, Richard P. Appelbaum, and Deborah Carr. W. W. Norton & Company.
- 2012 Quantitative data analysis exercises for *You May Ask Yourself: An Introduction to Thinking Like a Sociologist* (3<sup>rd</sup> edition) by Dalton Conley. W. W. Norton & Company.
- 2011 Ancillary review materials for *You May Ask Yourself: An Introduction to Thinking Like a Sociologist* (2<sup>nd</sup> edition) by Dalton Conley. W. W. Norton & Company.

### **SERVICE & OTHER PROFESSIONAL ACTIVITIES**

#### **EXTERNAL – EDITORIAL BOARD MEMBERSHIP**

- 2023-current Editorial Board member, *Socius: Sociological Research for a Dynamic World*
- 2020-current Associate Editor, *Sociological Perspectives*
- 2016-2019 Editorial Board member, *Sociology of Education*
- 2013-2016 Advisory Board member, SAGE Publications
- 2009-2010 Associate Editor, *Social Forces*

#### **EXTERNAL – PROFESSIONAL MEMBERSHIP SERVICE**

- 2021-current Program committee member, Workshop on Experimental Sociology
- 2023 Committee member, Robert E. Park Book Award, American Sociological Association

### Section on Community and Urban Sociology

- 2023 Committee member, Clifford Clogg Award for Best Graduate Student Paper, American Sociological Association Section on Methodology
- 2023 Committee chair, Mentoring Committee, American Sociological Association Section on Sociology of Education
- 2018-2021 Registrar, Sociology of Education Association
- 2019 Committee member, Outstanding Book Award, American Sociological Association Section on Inequality, Poverty, and Mobility
- 2019 Committee member, James Coleman Award for Best Article, American Sociological Association Section on Sociology of Education
- 2016-2018 Board of Directors member, Sociology of Education Association
- 2016 Committee member, Pierre Bourdieu Award for Outstanding Book, American Sociological Association Section on Sociology of Education
- 2014 Committee member, Graduate Student Paper Award, American Sociological Association Section on Racial and Ethnic Minorities
- 2014 Committee member, Graduate Student Paper Award, American Sociological Association Section on Inequality, Poverty, and Mobility
- 2013 Graduate Student Paper Award Committee, AERA Sociology of Education SIG
- 2012-2013 Student representative, ASA, Sociology of Education section
- 2012 Graduate Student Paper Award Committee, SSSP Educational Problems Division
- 2009-2010 Graduate Student Campus Liaison, AERA

### EXTERNAL – OTHER SERVICE

- 2017-2019 Faculty Advisor, Community College to Ph.D. Association (CC2PhD)
- 2012-2014 Contributor, *Blog of the Century*, The Century Foundation.
- 2011-2013 Creator and contributor, *Educational Problems* blog.

### INTERNAL – UNIVERSITY OF CALIFORNIA, LOS ANGELES

- 2017-2023 Advisor and Mentor, UCLA First-Generation Institute
- 2021-2022 Faculty Sponsor, Experimental Methods Working Group, Department of Sociology
- 2020-2022 Faculty Sponsor, Social Stratification, Inequality, and Mobility Working Group, Department of Sociology
- 2020-2022 Scholarship Denied Lecture Series, Committee Member, Department of Sociology
- 2019-2022 Representative, UCLA Academic Senate Legislative Assembly
- 2018-2022 Action and Research Team faculty member, Depression Grand Challenge
- 2020-2021 Job Market Workshop Panelist, CCPR



- 2019-2020 Graduate Committee, Department of Sociology
- 2019-2020 Seminar Committee, CCPR
- 2018-2020 Job Market Preparation Summer Workshop Co-Coordinator, Department of Sociology
- 2018-2019 Graduate Admissions Committee, Department of Sociology
- 2018 Selection Committee Member, CCPR Seed Grant
- 2017-2018 Graduate Committee, Department of Sociology

INTERNAL – PENNSYLVANIA STATE UNIVERSITY

- 2017 Graduation Faculty Marshall (selected by students), Department of Sociology
- 2017 Co-Organizer, Lives of Color: Race and the Life Course conference
- 2016-2017 Graduate Admissions Committee, Department of Sociology
- 2015-2017 Graduate Committee, Department of Sociology

INTERNAL – UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

- 2011-2012 Faculty Recruitment and Selection Committee, Department of Sociology
- 2010 Co-Founder, Inequality Workshop, Department of Sociology
- 2008-2009 Co-President, Graduate Student Association, Department of Sociology

REVIEWER

Journals: *American Educational Research Journal, American Journal of Public Health, American Journal of Health Economics, American Journal of Sociology, American Sociological Review, Applied Economics Letters, Criminology, Demography, Economics of Education Review, Educational Policy, Educational Researcher, European Journal of Work and Organizational Psychology, European Sociological Review, Historical Methods: A Journal of Quantitative and Interdisciplinary History, ILR Review, International Migration Review, Journal of American College Health, Journal of Contemporary Criminal Justice, Journal of Ethnic and Migration Studies, Journal of Health and Social Behavior, Journal of Human Resources, Journal of Policy Analysis and Management, Journal of Politics, Journal of Social and Political Psychology, Latin American Research Review, Law & Society Review, Management Science, Nature Human Behaviour, Personality and Social Psychology Bulletin, Political Science Research and Methods, Proceedings of the National Academy of Sciences, Psychology of Consciousness: Theory, Research, and Practice, Qualitative Sociology, Research Ethics, Research in the Sociology of Work, Review of Economics and Statistics, Social Currents, Social Forces, Social Problems, Social Psychology Quarterly, Social Science & Medicine, Social Science Quarterly, Social Science Research, Society and Mental Health, Sociological Focus, Sociological Forum, Sociological Methodology, Sociological Methods & Research, Sociological Perspectives, Sociological Science, Sociology Compass, Sociology of Education, Sociology of Race and Ethnicity, Socius: Sociological Research for a Dynamic World, The Urban Review, Work & Occupations, Youth & Society*

Grants: National Science Foundation, Russell Sage Foundation, Social Sciences and Humanities Research Council of Canada, Time-Sharing Experiments for the Social Sciences, W.T.

Grant Foundation, Washington Center for Equitable Growth

Other: American Educational Research Association, American Sociological Association, Pearson Education, Pine Forge Press, RAND Corporation, SAGE Press, Society for Research on Educational Effectiveness, Sociology of Education Association, Westview Press

## **STUDENT ADVISING**

---

### Dissertation Committee Member

Caitlin Ahearn, UCLA, Sociology (2023)  
Ryan Cho, UCLA, Sociology (2022)

### Master's Thesis Committee Chair

Joseph Murphy, UCLA, Sociology (2021)

### Master's Thesis Committee Member

Pablo Geraldo, UCLA, Sociology (2019)  
Nathan Hoffmann, UCLA, Sociology (2019)  
Sara Francisco, Penn State, Sociology (2018)  
Paulina Rodis, Penn State, Sociology (2017)  
Anthony Pinter, Penn State, Information Sciences and Technology (2017)  
Tori Thomas, Penn State, Sociology (2016)

### Graduate Research Advisor

Dounia Bourabain, Fulbright Scholarship, Vrije Universiteit Brussel, Sociology (2021-2022)  
Allie Wollum, UCLA, Community Health Sciences (2021)

### Undergraduate Thesis Advisor

Katie Lew, UCLA, Global Studies (2018)  
Haydn Hornstein-Platt, Penn State, Sociology (2017)  
Named as the Department of Sociology's Graduation Student Marshall

### Undergraduate Research Advisor

Hector Osorio, Undergraduate Research Fellows Program, NSF REU program, Sociology (2019-2020)  
Durana Saydee, Mellon Mays Undergraduate Fellowship, Sociology (2018-2020)  
David Nguyen, UCLA, Interdisciplinary Research Scholarship, Sociology (2017-2019)  
Jannah Perry, UCLA, Civic Engagement minor (2018)  
Neala Berkowski, University of Michigan, Undergraduate Research Opp. Program (2013-2015)

### Undergraduate Teaching/Peer Mentoring Advisor

Zarina Wong, UCLA, Religion, USIE program (2018-2019)  
La'Naeschia O'Rear and Jamie Neal, UNC-CH, Sociology, Alt. Spring Break program (2011)

### Undergraduate Thesis Committee Member

Rachel Arnett, UNC-CH, Public Policy (2011)

## **REFERENCES**

---

Jennifer L. Jennings, Professor  
Department of Sociology  
Princeton University

David Pedulla, Professor  
Department of Sociology  
Harvard University

159 Wallace Hall  
Princeton, NJ 08544  
Phone: 609.258.4422  
Email: [jlj@princeton.edu](mailto:jlj@princeton.edu)

Jennie Brand, Professor  
Department of Sociology  
University of California – Los Angeles  
228 Haines Hall  
Los Angeles, CA 90095  
Phone: 310.266.0826  
Email: [brand@soc.ucla.edu](mailto:brand@soc.ucla.edu)

Dalton Conley, Professor  
Department of Sociology  
Princeton University  
157 Wallace Hall  
Princeton, NJ 08544  
Phone: 609.258.8871  
Email: [dconley@princeton.edu](mailto:dconley@princeton.edu)

430 William James Hall  
Cambridge, MA 02138  
Phone: 617.495.3879  
Email: [dpedulla@fas.harvard.edu](mailto:dpedulla@fas.harvard.edu)

Robert Crosnoe, Professor and Associate Dean  
Department of Sociology  
University of Texas at Austin  
305 E. 23rd Street, G1800  
Austin, TX 78712  
Phone: 512.471.8329  
Email: [crosnoe@austin.utexas.edu](mailto:crosnoe@austin.utexas.edu)