

S. MICHAEL GADDIS

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PROFESSIONAL APPOINTMENTS

The Pennsylvania State University

- 2013- Assistant Professor of Sociology and Demography (on leave 2013-2015).
- 2015- Faculty Associate, Population Research Institute.
- 2016- Faculty Affiliate, Center for the Study of Higher Education.

University of Michigan

- 2013-15 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 AND TEACHING INTERESTS

Inequality, Race and Ethnicity, Sociology of Education, Education Policy, Higher Education, Mental Health and Stigma, Correspondence Audits, Experimental Methods, and Discrimination

BOOK

- Forth. Gaddis, S. Michael. (Editor and contributor) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*. Under contract with Springer, peer review of chapters in process.

PEER REVIEWED JOURNAL ARTICLES

- Forth. Campbell, Colin, and S. Michael Gaddis. "I Don't Agree with Giving Cash': A Survey Experiment Examining Support for Public Assistance." *Social Science Quarterly*.
- 2016 Lauen, Douglas L., and S. Michael Gaddis. "Accountability Pressure, Academic Standards, and Educational Triage." *Educational Evaluation and Policy Analysis*, 38(1):127-47.
- 2015 Lipson, Sarah⁺, S. Michael Gaddis, Justin Heinze, Katie Beck⁺, and Daniel Eisenberg. "Variations in Student Mental Health and Service Utilization across Institutional Characteristics." *Journal of American College Health*, 63(6):388-96.
- 2015 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.

- 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.

- 2015 Gaddis, S. Michael*, and Raj Andrew 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 Gaddis, S. Michael, and Douglas L. Lauen. “School Accountability and the Black-White Test Score Gap.” *Social Science Research*, 44:15-31.
- 2013 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.
- Honorable Mention, James Coleman Award (2014), ASA Section on Sociology of Education.
- 2013 Gaddis, S. Michael. “The Influence of Habitus in the Relationship between Cultural Capital and Academic Achievement.” *Social Science Research*, 42(1):1-13.
- Graduate Student Paper Award (2011), SSSP Educational Problems Division.
- 2012 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.
- 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.
- 2012 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

- Forth. Gaddis, S. Michael. “An Introduction to Audit Studies.” in S. Michael Gaddis (ed.) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*.
- Forth. Gaddis, S. Michael. “The Ethics of Audit Studies: Best Practices and Academic Cooperation.” in S. Michael Gaddis (ed.) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*.
- Forth. Gaddis, S. Michael. “By Any Other Name? Signaling Characteristics in Correspondence Audits.” in S. Michael Gaddis (ed.) *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*.
- 2013 McDonald, Steve, S. Michael Gaddis, Lindsey B. Trimble, and Lindsay Hamm. “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

- Gaddis, S. Michael, and Jonathan Daw. “The Transmission of Educational Advantage across Three Generations: Grandparent Effects and Spousal Mediation in the Second Generation.” Revised

and resubmitted to *Social Forces*.

Gaddis, S. Michael. "How Black are Lakisha and Jamal? The Effects of Name Perception and Selection on Social Science Measurement of Racial Discrimination." Under review at the *American Sociological Review*.

Porter, Nathaniel D.⁺, Ashton M. Verdery, and S. Michael Gaddis "Big Data's Little Brother: Enhancing Big Data in the Social Sciences with Micro-Task Marketplaces." Under review at *Socius: Sociological Research for a Dynamic World*.

MANUSCRIPTS IN PREPARATION (WORKING DRAFTS AVAILABLE)

Gaddis, S. Michael. "A Field Experiment on Associate Degrees and Certificates: Statistical Discrimination, Stigma, Signal Boost, and Signal Saturation."

Gaddis, S. Michael. "Social Capital in the Creation of Cultural Capital and Habitus."

Gaddis, S. Michael, Erik Hernandez⁺, and Daniel Ramirez⁺. "Stigma and the Mental Health Problem/Treatment Gap: Differences across Higher Education Institutions."

Gaddis, S. Michael*, and Raj Andrew Ghoshal*. "Finding a Roommate on Craigslist: An Audit Study of Racial Discrimination and Residential Segregation."

Daw, Jonathan* and S. Michael Gaddis*. "Education in 3G: Heterogeneity of Intergenerational Educational Mobility in the U.S."

Gaddis, S. Michael, Douglas L. Lauen, Tori Thomas⁺, and Jennifer Jennings. "The Transition to Middle School and Peer Group Movement: Effects on Math and Reading Test Score Gains."

Hardie, Jessica Halliday, Jonathan Daw, and S. Michael Gaddis. "Job Characteristics, Job Preferences, and Physical and Mental Health in Later Life."

OTHER PUBLICATIONS AND PRESS

Op-eds and other original writing featured in: *Atlanta Journal-Constitution*, The Century Foundation's *Blog of the Century*, *Daily Kos*, *Educational Problems* blog, and *Everyday Sociology Blog*.

Press for published research in/on: *The Berkeley Blog*, *BET*, *The Boston Globe*, *The Boston Review*, *Bustle*, *The Daily Tar Heel*, Andrew Sullivan's *The Dish*, *The Economist*, *Education Week – Inside School Research* blog, *Endeavors*, *The Hidden Brain* podcast, *Inside Higher Ed*, *John Locke Foundation* blog, *Louisiana Weekly*, *Made in America* blog, *Mic*, *Montclair SocioBlog*, *National Affairs*, *Pacific Standard*, *PBS NewsHour*, *Phys.org*, *Quartz*, *Sociological Images*, *Stanford Social Innovation Review*, *Take Part*, and *Times Higher Education*.

GRANTS AND FELLOWSHIPS

2016 American Sociological Association Fund for the Advancement of the Discipline, "Poverty and Profit: An Audit Study of Discrimination in Pawn Shop Transactions." Co-PI with Colin Campbell. (under review)

2016 National Institute of Mental Health (NIMH) R03, "The Effects of Higher Education Institutional Environments on Student Mental Health." (under review)

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

HONORS AND AWARDS

- 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 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

CONFERENCE PRESENTATIONS

Big Data’s Little Brother: Enhancing Big Data in the Social Sciences with Micro-Task Marketplaces.”
(with Nathaniel D. Porter⁺ 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
- “Auditing Audit Studies: How Name Perception and Selection Affects Social Science Measurement of Racial Discrimination.”
- 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
- “Arab-American Housing Discrimination, Ethnic Competition, and the Contact Hypothesis.” (with Raj Andrew Ghoshal*)
- Residential Inequality in American Neighborhoods and Communities (invited conference), Pennsylvania State University, University Park, PA, September 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 Andrew 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⁺, 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
 - Income, Inequality, and Educational Success: New Evidence about Socioeconomic Status and Educational Outcomes (invited conference), Stanford University, Palo Alto, CA, May 2012
- “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⁺)
- 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⁺, Charlotte Agger⁺, 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

INVITED PRESENTATIONS

- “Conducting Survey, Lab, and Field Experiments in the Social Sciences.”
- University of Arizona, Department of Sociology, Methods Workshop Series (3 day short course),

January 2017 (invited)

“Examining Racial Discrimination in the 21st Century.”

- University of Arizona, Department of Sociology, January 2017 (invited)
- University of California, San Diego, Department of Sociology, October 2016
- Cornell University, Center for the Study of Inequality and Cornell Population Center, September 2016
- The Pennsylvania State University, Innovative Methods Workshop, September 2016

“College, The Great Unequalizer: Racial Differences in Returns to Educational Credentials, Certificates, and Information”

- University of Notre Dame, Center for Research on Educational Opportunity, November 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
- The 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

TEACHING EXPERIENCE

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 Theory: Fall 2007

Data Analysis in Social Research: Spring 2008

Longitudinal and Multilevel Data Analysis (graduate level): Fall 2010

Categorical Data Analysis (graduate level): Fall 2011

Sociological Perspectives: Spring 2012

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 AND EXERCISES

- 2015 Ancillary review materials for *The Real World: An Introduction to Sociology* (5th edition) by Kerry Ferris and Jill Stein. W. W. Norton & Company.
- 2014 Ancillary review materials for *Introduction to Sociology* (9th 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* (8th edition) and *Essentials of Sociology* (4th 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* (3rd edition) by Dalton Conley. W. W. Norton & Company.
- 2011 Ancillary review materials for *You May Ask Yourself: An Introduction to Thinking Like a Sociologist* (2nd edition) by Dalton Conley. W. W. Norton & Company.

SERVICE AND OTHER PROFESSIONAL ACTIVITIES

EXTERNAL

- 2016-current Editorial Board member, *Sociology of Education*
- 2016-current 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
- 2013-current Advisory Board member, SAGE Publications
- 2014 Graduate Student Paper Award Committees, American Sociological Association Section on Race and Ethnic Minorities; Inequality, Poverty, and Mobility Section
- 2012-2014 Contributor, *Blog of the Century*, The Century Foundation. Available at: tcf.org/blogs/botc/
- 2013 Graduate Student Paper Award Committee, AERA Sociology of Education SIG
- 2011-2013 Creator and contributor, *Educational Problems* blog. Available at: www.educational-problems.com
- 2012-2013 Student representative, ASA, Sociology of Education section
- 2012 Graduate Student Paper Award Committee, SSSP Educational Problems Division
- 2009-2010 Associate Editor, *Social Forces*
- 2009-2010 Graduate Student Campus Liaison, AERA

INTERNAL

- 2015-current Graduate Committee, Department of Sociology, Penn State University

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

REVIEWER

Journals: *American Educational Research Journal, American Journal of Sociology, American Sociological Review, Demography, Economics of Education Review, Educational Policy, Educational Researcher, Management Science, Research in the Sociology of Work, Social Currents, Social Forces, Social Problems, Social Science Quarterly, Social Science Research, Sociology Compass, Sociological Methods & Research, Sociology of Education, Socius: Sociological Research for a Dynamic World, The Urban Review, Youth & Society*

Grants: National Science Foundation, Russell Sage Foundation, W.T. Grant Foundation

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

STUDENT ADVISING

Dissertation Committee Member

Wade Jacobsen, Penn State, Criminology (2017)

Master's Thesis Committee Member

Tori Thomas, Penn State, Sociology (2016)

Anthony Pinter, Penn State, Information Sciences and Technology (2017)

Undergraduate Honors Thesis Supervisor

Haydn Hornstein-Platt, Penn State, Sociology (2017)

Undergraduate Research Opportunity Program Advisor

Neala Berkowski, Univ. of Michigan, Public Policy (2013-2015)

Undergraduate Thesis Committee Member

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

Alternative Spring Break Advisor

La'Naeschia O'Rear and Jamie Neal, UNC-CH, Sociology (2011)

REFERENCES

Karolyn Tyson, Professor
 Department of Sociology
 University of North Carolina at Chapel Hill
 Hamilton Hall, Room 264
 Chapel Hill, NC 27599
 Phone: 919.962.5601
 Email: kdtyson@email.unc.edu

Douglas L. Lauen, Associate Professor
 Department of Public Policy
 University of North Carolina at Chapel Hill
 Abernathy Hall, Room 121, CB#3435
 Chapel Hill, NC 27599
 Phone: 919.843.5010
 Email: dlauen@unc.edu

Ted Mouw, Associate Professor
 Department of Sociology

Devah Pager, Professor
 Department of Sociology

University of North Carolina at Chapel Hill
Hamilton Hall, Room 263
Chapel Hill, NC 27599
Phone: 919.962.5602
Email: tedmouw@email.unc.edu

Harvard University
570 William James Hall
Cambridge, MA 02138
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Email: pager@fas.harvard.edu

Daniel Eisenberg, Associate Professor
Department of Health Management & Policy
University of Michigan
1415 Washington Heights; M3517, SPH II
Ann Arbor, MI 48109
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Stephen A. Matthews, Professor
Department of Sociology
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University Park, PA 16802
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