

Jennifer L. Nelson

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PROFESSIONAL APPOINTMENTS

2018-present IES Postdoctoral Fellowship in Research on School Leaders
Department of Leadership, Policy, and Organizations
Peabody College, Vanderbilt University, Nashville, TN

EDUCATION

2018 **Ph.D. in Sociology, Emory University**, Atlanta, GA
Dissertation: *Nonsymmetrical Effects of Racial Diversity on Organizational Minority Members: Evidence from the Teaching Profession*

2010 **M.A. in Curriculum & Instruction, University of Mississippi**, Oxford, MS
Degree obtained in conjunction with participation in the *Mississippi Teacher Corps (MTC)*, a highly-selective alternate route teaching program that places teachers in critical-needs school districts for a minimum of two years.

2008 **B.A. in Sociology, Columbia University**, New York, NY
Summa Cum Laude, Phi Beta Kappa

RESEARCH AND TEACHING INTERESTS

Organizational Practices and Processes; Semi-Professional Occupations; Sociology of Work;
Sociology of Education; Intergroup Processes
Qualitative Methods/Ethnography; Mixed Methods/Survey Research

PUBLICATIONS

Nelson, Jennifer L. 2017. "Pathways to Green(er) Pastures: Reward Bundles and Turnover Decisions in a Semi-Profession." *Qualitative Sociology* 40(1): 23–57. doi: 10.1007/s11133-016-9348-1

Nelson, Jennifer L., and Amanda E. Lewis. 2016. "'I'm a Teacher, Not a Babysitter': Workers' Strategies for Managing Identity-Related Denials of Dignity in the Early Childhood Workplace." *Research in the Sociology of Work* 29: 37-71.

UNDER REVIEW

Nelson, Jennifer L., Karen A. Hegtvedt, Regine Haardoerfer, and Jennifer L. Hayward. "Trust and Respect at Work: Justice Antecedents and the Role of Coworker Dynamics." R&R at *Work & Occupations*.

Puckett, Cassidy, and Jennifer L. Nelson. "The Geek Instinct: Theorizing Cultural Alignment in Disadvantaged Contexts." R&R at *Qualitative Sociology*.

Nelson, Jennifer L. "How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools." Under review.

Nelson, Jennifer L., and Tiffany D. Johnson. "Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity." Under review.

OTHER PUBLICATIONS

Nelson, Jennifer L. 2018. Review of *Latina Teachers: Creating Careers and Guarding Culture*, by Glenda M. Flores. *Contemporary Sociology* 47(4): 453–455.

RESEARCH IN PROGRESS

Nelson, Jennifer L. “Corridors of Frustration: Comparing the Socialization and Boundary-Drawing Functions of Venting, Evaluation, and Consultation in Public versus Private Workspaces.” *Draft available*.

Nelson, Jennifer L., and Anand Swaminathan. “A State-by-State Study of Policy and Program Diffusion in Alternate Certification Programs, 1985-2012.” *In progress*.

HONORS, GRANTS, AND AWARDS

2016-2017	Dean’s Teaching Fellowship, Emory University (\$18,500, accepted)
2016-2017	Andrew W. Mellon Foundation Graduate Teaching Fellowship (\$27,500, declined)
2015	Laney Graduate School Professional Development Support Research Grant -- Competitive (\$3,000)
2014	Laney Graduate School Professional Development Support Research and Training Grant-- Non-Competitive (\$5,000)
2013	Maureen Blyler Graduate Research Award, Emory Department of Sociology <ul style="list-style-type: none">• for paper “Pathways to Green(er) Pastures”
2013 (Summer)	Center for Community Partnerships (CFCP) at Emory, Research Fellow
2012 (Summer)	Southern Education Foundation (SEF) Leadership Initiative Intern
2011-2016	Laney Graduate School Fellowship; Emory University Woodruff Fellowship, Emory University
2010-2011	Mississippi Institutions of Higher Learning Research Fellow (±\$2,000)
2010	Academic Achievement Award, University of Mississippi Most Outstanding Teaching Portfolio Award, University of Mississippi
2008	<i>Phi Beta Kappa</i> Honor Society
2007	Columbia Undergraduate Scholars Program (Educational Grant)

PROFESSIONAL PRESENTATIONS

2018. “How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools.”

- American Sociological Association (ASA) Paper Session: Social Networks.
- Baruch College Marxe School of Public and International Affairs. Feb. 5. New York, NY.
- Tepper School of Business, Carnegie Mellon University. April 9. Pittsburg, PA.

2017. “How Tokens Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools.”
- Economic Sociology Conference. Georgetown University. October 20. Washington, DC.
 - MIT Sloan School of Management, Work and Organization Studies and Economic Sociology Groups. Invited talk. May 5. Cambridge, MA.
 - University of Massachusetts-Amherst, Department of Sociology and School of Public Policy. Nov. 27. Amherst, MA.
 - Harvard Graduate School of Education. Dec. 11. Cambridge, MA.
2017. “Coworker Support in Cross-Race Teacher Interactions: Comparing processes and consequences in different faculty contexts.”
- American Educational Research Association (AERA) Conference. Apr. 27. San Antonio, TX.
 - Paper session, *Jobs in Black and White*. Eastern Sociological Society, Race and Organizations mini-conference. February 24. Philadelphia, PA.
2017. “Teacher Empowerment through Coworker Support in the Classroom.” Sociology of Education Association (SEA) Conference. February 26. Pacific Grove, CA.
2016. “Sustaining Face in the Workplace: Teachers’ Use of Public Spaces in the School for Transitional Performances.” NYU Tandon School of Engineering, Department of Technology Management and Innovation, Brown Bag. 6 October. Brooklyn, NY.
2016. “Organizational demography in complex interactive service work: Racial composition effects on teachers’ satisfaction and turnover.”
- ASA Annual Meeting. Organizations, Occupations, and Work roundtable session. August 22. Seattle, WA.
 - Coalition of Graduate Sociologists (COGS) Graduate Student Brown Bag. 11 February. Emory University, Atlanta, GA.
2016. “A Diffusion Study of Alternate Route Teacher Certification Laws by State.” With Anand Swaminathan.
- ASA Annual Meeting. Sociology of Education roundtables. 23 August. Seattle, WA.
 - SEA Conference. 22 February, 2014. Pacific Grove, CA.
2016. Jennifer L. Nelson, Karen A. Hegtvedt, Jennifer L. Hayward. “Justice Antecedents to Cultivating Trust in Schools: Coworker Relationships in an Urban and Suburban District.” Southern Sociological Society (SSS) Annual Meeting. 16 April. Atlanta, GA.
2015. “The Influence of Workplace Context on Constructing Work Identity: Evidence from Early Childhood Settings.” With Amanda Lewis.
- ASA Annual Meeting. Paper Session: Work and the Workplace. August. Chicago, IL.
 - SEA Conference. February 22. Pacific Grove, CA.
 - 16th Annual Chicago Ethnography Conference at Northwestern University. March 15, 2014. Evanston, IL.
2014. “Specialist Survival among Alternative Certification Teaching Programs in New Orleans.”
- Society for the Study of Social Problems Conference. August 18. San Francisco, CA.
 - AERA Conference Poster Session. April 4. Philadelphia, PA.

- CREATE Conference. October 10, 2013. Atlanta, GA.

2013. “Rewards at Work: Identifying Combinations and Thresholds of Rewards to keep High-Achieving Teachers in Urban Schools.”

- ASA Annual Meeting, Education Roundtables. August 17, 2014. San Francisco, CA.
- Poster session, SEA Conference. Feb. 23. Pacific Grove, CA.
- Paper session, SSS Annual Conference. Apr. 24. Atlanta, GA.
- Paper session. AERA Conference. Apr. 27. San Francisco, CA.

2012. “‘Domains of Religiosity’ Revisited: The effect of public and private religion and school religious context on adolescent alcohol consumption.” 2012. Association for the Sociology of Religion Conference. Denver, CO.

2011. "Who Stays and Who Prospers in the Alternate Route: A Study of Retention and Success in the Mississippi Teacher Corps." National Evaluation Institute 20th Annual Meeting, *CREATE* Conference. Oxford, MS.

PROFESSIONAL CONSULTING & REPORTS

Research consultant, Buckley Country Day School, Roslyn, New York. Spring 2015.

Research consultant, Mississippi Teacher Corps, Oxford, MS. Fall 2011. Five-Part Paper Series:

- Part I: A Study of Retention and Success in the Mississippi Teacher Corps;
- Part II: A Qualitative Look at Quitting (Updated Nov. 2011);
- Part III: Who Stays and Who Prospers in the Alternate Route;
- Part IV: Stayers’ Views on Quitting;
- Part V: Master Teachers’ Views on Quitting.

PROFESSIONAL WORKSHOP PARTICIPATION

2017. OMT (Organization and Management Theory) Doctorial Consortium, AOM Annual Conference

RESEARCH TRAINING AND EXPERIENCE

2015 (Summer) Causal Inference Workshop, Northwestern University

2014 (Summer) ICPSR (Inter-university Consortium for Political and Social Research), University of Michigan

- Intermediate Regression (one-month workshop)
- Social Networks Analysis (one-month workshop)

2013-2014 Qualitative I and Qualitative II graduate seminars, a year-long sequence, Emory University

2011-2012 Research Assistant to Amanda Lewis for 12 months

- Conducted, cleaned, and coded 22 in-depth interviews

2011 (Summer) Cowen Institute Summer Research Intern, Tulane University

2007 ISERP (Institute for Social and Economic Research and Policy) Intern, Columbia University

- Research Assistant to Nicole Marwell

STATISTICAL PROGRAM FLUENCY

Stata	Cleaning and coding; OLS and logistic regression; panel data; structural equation modeling (SEM)
MAXQDA	Extensive coding experience; comparative analyses using quote matrices, frequency tables, document variables (attributes)
Kirq	Proficiency in conducting Qualitative Comparative Analyses (QCA)

TEACHING EXPERIENCE

Courses Taught (sole instructor)

Emory University, Atlanta

2017	Sociology of Work: The 21 st Century Workplace	
	• Evaluation of the Instructor:	8.38 / 9 (department average: 7.98)
	• Evaluation of the Course:	8.36 / 9 (department average: 7.85)
2014	Sociology of Education	
	• Evaluation of the Instructor:	8.55 / 9
	• Evaluation of the Course:	8.22 / 9
2013	Introduction to General Sociology	
	• Evaluation of the Instructor:	8.49 / 9
	• Evaluation of the Course:	8.34 / 9

Teaching Assistantships

Tandon School of Engineering, New York University

2016	Organizational Behavior (MBA-level; grader)	Dr. Anne-Laure Fayard
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Emory University, Atlanta

2016	Research Methods	Dr. Irene Browne
2015, 2011	Sociology of Education	Dr. Rick Rubinson
2012	Introduction to General Sociology	Dr. Tracy Scott
2012	Urban Education	Dr. Amanda Lewis

University of Denver, Colorado

2006	Introduction to General Sociology	Dr. Paul Colomy
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Other Teaching Experience

2008-2011	10 th grade English, Jackson Public School District, Jackson, MS
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PROFESSIONAL SERVICE

Departmental

2017, 2012	Graduate Recruitment Committee
2016	Undergraduate Program Committee
2012, 2013, 2016	SouthEastern Undergraduate Sociology Symposium (SEUSS), reviewer and/or presider for two-day sociology conference
2012-2014	Treasurer, Emory Coalition of Graduate Students in Sociology (COGS)

University

2012	Scholarly Inquiry & Research at Emory (SIRE) Student Poster Judge
2016	Qualitative Research Paper Workshop, Stern School of Business (NYU) Microteaching workshop co-facilitator, Laney Graduate School Teaching Assistant Training and Teaching Opportunities (TATTO)

Service to the Profession

- 2018 Occasional reviewer, *Sociology Compass*
2017 Occasional reviewer, *COMPASSS Working Paper Series* (COMPARative Methods for Systematic cross-caSe analySis)
2016-2017 Graduate Student Representative, Sociology of Education Association (SEA)
2016 Co-organizer, Sociology of Education Section Mentoring Program (ASA)
2016 Occasional reviewer, *American Educational Research Journal*
2014, 2016 Reviewer, *Sociology of Education*
2014 Guest Lecture, Jackson State University. "Being a Sociologist." SOC 445W: Methods of Sociology Research. September 3. Jackson, MS.

PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA)

- Section memberships: Organizations, Occupations and Work; Economic Sociology; Education; Race, Class, and Gender

Academy of Management (AOM)

- Divisions memberships: Organization and Management Theory; Organizational Behavior

Sociology of Education Association (SEA)

American Educational Research Association (AERA)

REFERENCES

Beth Bechky, Jacob B. Melnick Term
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and Sociology
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