

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

Puckett, Cassidy, and Jennifer L. Nelson. 2019. "The Geek Instinct: Theorizing Cultural Alignment in Disadvantaged Contexts." *Qualitative Sociology*: 1-24. doi: 10.1007/s11133-019-9408-4

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. "How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools." *Under second 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., and Tiffany D. Johnson. “Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity.” *Draft available*.

Grissom, Jason A., Jennifer D. Timmer, Jennifer L. Nelson, and Richard S.L. Blissett. “Unequal Pay for Equal Work? The Gender Gap in Principal Compensation.” *Draft available*.

Nelson, Jennifer L., Jason A. Grissom, and Margaux Cameron. “The Effects of Evaluator Changes on School Administrators’ Attitudes about their own Evaluation.” *Data analysis stage*.

Patrick, Susan K., Michael Neel, Ellen Goldring, Marisa Cannata, Mollie Rubin, and Jennifer L. Nelson. “How Power and Authority Unfolds in Teachers’ Collaborative Professional Learning.” *First round of data coding*.

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*.

## **OTHER WRITINGS**

Nelson, Jennifer L. 2019. [“An overlooked factor in quality pre-K? Parent respect for teachers.”](#) Op-Ed, *Atlanta Journal Constitution*. January 30.

## **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"><li>• for paper “Pathways to Green(er) Pastures”</li></ul>
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              *Phi Beta Kappa* Honor Society
- 2007              Columbia Undergraduate Scholars Program (Educational Grant)

## PROFESSIONAL PRESENTATIONS

2019. “Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity.”
- Vanderbilt University, Department of Sociology Research Colloquium. February 8.
  - *Upcoming*. Southern Sociological Society (SSS) Annual Meeting. April 13.
2019. “The Impact of Administrators’ Organizational Practices on White and Black Teachers’ Social Ties”
- Owen Graduate School of Management, Vanderbilt University. January 18.
  - *Upcoming*. Sociology of Education Association (SEA) Conference. Feb. 23.
  - *Upcoming*. American Educational Research Association (AERA) Conference. Division A paper session. Apr. 5-9.
2018. “How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools.”
- Vanderbilt University, Social Contexts of Education Workshop. Oct. 4.
  - American Sociological Association (ASA) Paper Session: Social Networks. Aug. 11. Philadelphia, PA.
  - 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.”
- 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.”
- 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." 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.
  - 16<sup>th</sup> 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<sup>st</sup> 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

*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

### Other Teaching Experience

2008-2011 10<sup>th</sup> grade English, public school district in the Southeastern U.S.

### **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*

2019 Organizer, Roundtables for Organizations, Occupations, and Work (OOW) section (ASA)

2018 Occasional reviewer, *Sociology Compass*

2017 Occasional reviewer, *COMPASS 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  
Professor  
Departments of Management and  
Organizations and Sociology  
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