

# 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*

- Winner of the 2019 AERA Division A (Administration) Outstanding Dissertation Award

2010 **M.A. in Curriculum & Instruction, University of Mississippi**, Oxford, MS  
*Degree obtained in conjunction with 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 Sociology
- Sociology of Work
- Sociology of Education
- Social Inequality
- Qualitative Methods/Ethnography
- Mixed Methods/Survey Research

## PUBLICATIONS

Nelson, Jennifer L. 2019. "How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools." *American Journal of Sociology* 125(2): 382-430.

Nelson, Jennifer L., Karen A. Hegtvedt, Regine Haardörfer, and Jennifer L. Hayward. 2019. "Trust and Respect at Work: Justice Antecedents and the Role of Coworker Dynamics." *Work & Occupations* 46(3): 307-338. doi: 10.1177/0730888419835261

Puckett, Cassidy, and Jennifer L. Nelson. 2019. "The Geek Instinct: Theorizing Cultural Alignment in Disadvantaged Contexts." *Qualitative Sociology* 42(1): 25-48. 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. doi: 10.1108/S0277-283320160000029013

## **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.

## **WORKING PAPERS**

Nelson, Jennifer L., and Tiffany D. Johnson. “Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity.” *In preparation for submission*.

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.” *In preparation for submission*.

Nelson, Jennifer L., Grissom, Jason A., and Margaux Cameron. “School Administrators’ Attitudes about their own Evaluation.” *In preparation for submission*.

## **RESEARCH IN PROGRESS**

Nelson, Jennifer L., Beth A. Bechky, and Anne-Laure Fayard. “Resources and Constraints in Spaces outside the Technical Core: The Case of Hallway Management for Teachers.” *Drafting findings*.

Patrick, Susan K., Ellen Goldring, and Jennifer L. Nelson. “How Power and Authority Unfolds in Teachers’ Collaboration.” *Data coded and analysis complete; drafting findings*.

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

## **OTHER WRITINGS AND MEDIA COVERAGE**

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

Podcast, “The Late Bell” with John Phillips. Episode forthcoming fall 2019.

## **HONORS, GRANTS, AND AWARDS**

2019	Winner of the 2019 AERA Division A (Administration) Outstanding Dissertation Award
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 Fellow

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

2017-2019. “How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools.”

- Economic Sociology Conference. Georgetown University. October 20, 2017. Washington, DC.
- American Sociological Association (ASA) Paper Session: Social Networks. August 11, 2018. Philadelphia, PA.
- Sociology of Education Association (SEA) Conference. February 23, 2019. Pacific Grove, CA.
- Association for Education Finance and Policy (AEFP) Conference. March 22, 2019. Kansas City, MO.
- American Educational Research Association (AERA) Conference. Division A paper session. April 5, 2019. Toronto.

2019. “Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity.”

- AERA Conference. IES poster session. April 5. Washington, DC.
- Southern Sociological Society (SSS) Annual Meeting. April 13. Atlanta, GA.
- ASA roundtable, Economic Sociology. 13 August. New York, NY.

2019. “Unequal Pay for Equal Work? The Gender Gap in Principal Compensation.”

- Association for Education Finance and Policy (AEFP) Conference. Mar. 21. (\*coauthor presented)
- ASA roundtable, Sociology of Education. 12 August. New York, NY.
- *Upcoming*. University Council for Educational Administration (UCEA) conference. 21 November. New Orleans, LA. (\*coauthor presenting)

2017. “Coworker Support in Cross-Race Teacher Interactions: Comparing processes and consequences in different faculty contexts.”

- AERA Conference roundtable. 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. OOW roundtable session. Aug. 22. Seattle, WA.
  - Coalition of Graduate Sociologists (COGS) Brown Bag. 11 Feb. 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.
  - Chicago Ethnography Conference. Northwestern University. Mar. 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 the Mississippi Teacher Corps." National Evaluation Institute *CREATE* Conference. Oxford, MS.

### **PROFESSIONAL CONSULTING & REPORTS**

- 2015                    Research consultant, Buckley Country Day School, Roslyn, NY.
- 2011                    Research consultant, Mississippi Teacher Corps, Oxford, MS.

### **PROFESSIONAL WORKSHOP PARTICIPATION**

- 2019    Division A Early Career Mentoring Workshop, AERA Conference
- 2017    OMT (Organization and Management Theory) Doctoral Consortium, AOM Conference

## RESEARCH TRAINING AND EXPERIENCE

- 2018 Causal Inference doctoral course, Vanderbilt University  
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, 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 (Summer) Research Assistant to Nicole Marwell, ISERP (Institute for Social and Economic Research and Policy) Intern, Columbia University

## STATISTICAL PROGRAM FLUENCY

- Stata Cleaning and coding; OLS and logistic regression; panel data; structural equation modeling (SEM); Qualitative Comparative Analysis (QCA)  
MAXQDA Extensive coding experience; comparative analyses using quote matrices, frequency tables, and document and attribute variables

## 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

### Guest Lectures and Teaching Assistantships

#### *Vanderbilt University, Peabody College, guest lectures*

- 2019 Leading Inclusive Organizations (EdD level) Dr. Corbette Doyle  
Advanced Organizational Theory (BA level) Dr. Joanne Golann

#### *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, Emory Sociology  
2016 Undergraduate Program Committee, Emory Sociology  
2012, 2013, 2016 Southeastern Undergraduate Sociology Symposium, reviewer/ president  
2012-2014 Treasurer, Emory Coalition of Graduate Students in Sociology (COGS)

### *University*

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

### *Service to the Profession*

2014-present Ad-hoc reviewer, *American Educational Research Journal*, *American Journal of Sociology*, *COMPASSS Working Paper Series*, *Education Policy Analysis Archives*, *Educational Researcher*, *Humanity & Society*, *Research in the Sociology of Work*, *Sociology Compass*, *Sociology of Education*  
2019-2021 Sociology of Education Association Board Member  
2019 Reviewer, AERA conference submissions, Division A  
2019 Organizer, Roundtable session for Organizations, Occupations, and Work section (OOW) (ASA)  
2016-2017 Graduate Student Representative, Sociology of Education Association (SEA)  
2016 Co-organizer, Sociology of Education Section Mentoring Program (ASA)  
2014 Guest Lecture, Jackson State University. Methods of Sociology Research.

## **PROFESSIONAL MEMBERSHIPS**

American Sociological Association (ASA)

- Sections: OOW; Economic Sociology; Education; Social Psychology

Academy of Management (AOM)

- Division memberships: Organization and Management Theory; Organizational Behavior

Sociology of Education Association (SEA)

American Educational Research Association (AERA)

- Division A (Administration), Division L (Educational Policy and Politics)

Association for Education Finance and Policy (AEFP)

## REFERENCES

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