

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
- Social Inequality
- Sociology of Education
- 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

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.” *Under review*.

Nelson, Jennifer L., and Tiffany D. Johnson. “Culture Shock at Work: Explaining Nonsymmetrical Outcomes in Racially Diverse Workplaces.” *Under review*.

Nelson, Jennifer L., Grissom, Jason A., and Margaux Cameron. “Performance, Process, and Interpersonal Relationships: Explaining Principals’ Perceptions of the Quality of Principal 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*.

Nelson, Jennifer L., and Rachel Fish. “Disentangling the Effects of Organizational Racial Composition and Leadership Practices on Employee Social Networking Behaviors.” *Data collection 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.

Nelson, Jennifer L. 2020. [“How managers shape racialized employee networks in the workplace.”](#) *Works in Progress* blog of the OOW section. February 4.

Podcast, “The Late Bell” with John Phillips. Episode forthcoming spring 2020.

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"> • 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 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

2020. “Principals’ attitudes about their own evaluation: Evidence from Tennessee.”
- *Upcoming*. American Educational Research Association (AERA) Conference. 21 April. San Francisco, CA.
- 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.
 - AERA. 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)
 - *Upcoming*. AERA. 21 April 2020. San Francisco, CA. (*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 21st 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
<i>Tandon School of Engineering, New York University</i>		
2016	Organizational Behavior (MBA-level; grader)	Dr. Anne-Laure Fayard
<i>Emory University, Atlanta</i>		
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
 <i>University of Denver, Colorado</i>		
2006	Introduction to General Sociology	Dr. Paul Colomy

Other Teaching Experience

2008-2011 10th 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/ presider
 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*, *COMPASS 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

Jason A. Grissom, Associate Professor
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