

Jennifer L. Nelson

351 Education Building
1310 S. Sixth St.
Champaign, IL 61820

jln2115@illinois.edu
jennifernelson.org
217-333-0807

PROFESSIONAL APPOINTMENTS

- 2020-present Assistant Professor
Department of Education Policy, Organization and Leadership
University of Illinois Urbana-Champaign, College of Education,
Champaign, IL
- 2018-2020 IES Postdoctoral Fellowship in Research on School Leaders
Department of Leadership, Policy, and Organizations
Vanderbilt University, Peabody College, 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)
- 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., Grissom, Jason A., and Margaux Cameron. "Performance, Process, and Interpersonal Relationships: Explaining Principals' Perceptions of the Quality of Principal Evaluation." *Under review*.

Nelson, Jennifer L., and Tiffany D. Johnson. "Culture Shock at Work: Explaining Nonsymmetrical Outcomes in Racially Diverse Workplaces." *In preparation for submission*.

RESEARCH IN PROGRESS

Nelson, Jennifer L., Beth A. Bechky, and Anne-Laure Fayard. "Social Designations of Space and Occupational Community." *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.

Nelson, Jennifer L. 2020. Podcast, "The Late Bell" with John Phillips. [Education Policy Weekly: Principals & Their Impact on Minority Teachers](#). July 1.

HONORS, GRANTS, AND AWARDS

2020	Michael Fullan Emerging Scholar Award in Professional Capital and Community
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 (\pm \$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. "The Potential and Pitfalls of Hallways as Relational Space: Evidence from School Workplaces." With Beth Bechky and Anne-Laure Fayard.
- American Sociological Association (ASA). Virtual Thematic Paper Session "Dignity and Meaning at Work." August 8. San Francisco, CA.
2020. "Principals' attitudes about their own evaluation: Evidence from Tennessee." With Jason Grissom and Margaux Cameron.
- American Educational Research Association (AERA) Conference. Paper session. 21 April. San Francisco, CA. (Conference Canceled)
- 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.
 - 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." With Jason Grissom, Jennifer Timmer, and Richard Blissett.
- Association for Education Finance and Policy (AEFP) Conference. Mar. 21. (*coauthor presented)
 - ASA roundtable, Sociology of Education. 12 August. New York, NY.
 - University Council for Educational Administration (UCEA) conference. 21 November. New Orleans, LA. (*coauthor presenting)
 - AERA. 21 April 2020. San Francisco, CA. (*coauthor presenting) (Conference Canceled)
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)

University of Illinois

- 2020 Organizational Theory for Ed Leaders; Diversity, Leadership, and Policy

Emory University

- 2017 Sociology of Work: The 21st Century Workplace
- 2014 Sociology of Education

2013 Introduction to General Sociology

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

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 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*, *Social Problems*, *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
Department of Leadership, Policy, and
Organizations
Peabody College, Vanderbilt University
Nashville, TN 37203
jason.grissom@vanderbilt.edu
(615)322-6441

Beth Bechky, Jacob B. Melnick Term
Professor
Departments of Management and
Organizations and Sociology
Stern School of Business
New York University
NY, NY 10012
bbechky@stern.nyu.edu
(212) 998-0076

Karen Hegtvedt, Professor
Department of Sociology
Emory University
Atlanta, GA 30322
khegtve@emory.edu
404-727-7517

Richard Rubinson, Professor
Department of Sociology
Emory University
Atlanta, GA 30322
rrubin@emory.edu
(404) 727-7531/7510

Amanda E. Lewis, Professor
Departments of African American Studies
and Sociology
University of Illinois at Chicago
1209 University Hall (M/C 069)
601 S. Morgan St
Chicago, IL 60607
aelewis@uic.edu
(312) 996-4694

Anne-Laure Fayard, Associate Professor of
Management
NYU Tandon School of Engineering
Department of Technology Management and
Innovation
Affiliated Faculty, Department of
Management & Organizations, NYU Stern
School of Business
alfayard@nyu.edu
(646) 997-4080