

Jennifer L. Nelson

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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
- Diversity
- Organizational Behavior and Theory
- Sociology of Education
- Qualitative Methods/Ethnography
- Mixed Methods/Survey Research

PUBLICATIONS

- Nelson, Jennifer L., Grissom, Jason A., and Margaux Cameron. 2021. "Performance, Process, and Interpersonal Relationships: Explaining Principals' Perceptions of the Quality of Principal Evaluation." *Educational Administration Quarterly*.
- Grissom, Jason A., Jennifer D. Timmer, Jennifer L. Nelson, and Richard S.L. Blissett. 2021. "Unequal Pay for Equal Work? The Gender Gap in Principal Compensation." *Economics of Education Review*.
- 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 Outcomes in Racially Diverse Workplaces." *Under review*.

Nelson, Jennifer L. and Steven P. Vallas. "Race and Inequality at Work: An Occupational Perspective." *Invited submission, R&R at Sociology Compass*.

RESEARCH IN PROGRESS

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

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

- Pre-registered at [REES](#) under #6641.1v1 "Social dynamics in the school workplace"

Nelson, Jennifer L., David Diehl, and Huriya Jabbar. "Race and teachers' social ties at work: patterns by type of support and racial composition." *Data analysis stage*.

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

Superville, Denisa R. 2021. [Female Principals Are Paid Less Than Men. That's a Big Concern.](#) *Education Week*. April 21.

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

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

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
- 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 *Phi Beta Kappa* Honor Society
- 2007 Columbia Undergraduate Scholars Program (Educational Grant)

INVITED PRESENTATIONS

2021. "Culture Shock at Work: Explaining Nonsymmetrical Effects of Racial Diversity."
 - Qualitative Research Workshop. New York University Stern School of Business. 3 March. Virtual.
 - *Upcoming*. North Carolina State University Department of Sociology. August. Virtual.
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). Thematic Paper Session "Dignity and Meaning at Work." August 8. San Francisco, CA. (Invited, Virtual)

CONFERENCE PRESENTATIONS

2021. *Upcoming*. 2020. "Racial Homophily in Teachers' Social Networks." With David Diehl and Huriya Jabbar. ASA Paper Session (Virtual).
2021. "Teachers' Social Networks in Schools: How Do Principal Leadership Practices and Racial Context Matter?"

- American Educational Research Association (AERA) Conference. Division A Roundtable session. 8 April. (Virtual)
2020. “Principals’ attitudes about their own evaluation: Evidence from Tennessee.” With Jason Grissom and Margaux Cameron.
- 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 presented)
 - 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.

TEACHING EXPERIENCE

Courses Taught (sole instructor)

University of Illinois

2020-2021 Organizational Theory for Educational Leaders (EPOL 544) – Fall
 Diversity, Leadership, and Policy (EPOL 531) – Fall and Spring

Emory University

2017 Sociology of Work: The 21st Century Workplace

2014 Sociology of Education

2013 Introduction to General Sociology

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

PROFESSIONAL SERVICE

Departmental/College level

- 2020- Advisor to EdD students in Educational Administration and Leadership: Carolyn Fox, Anthony Medina, Dillin Randolph, Anthony Reibel, Samantha Williams
- 2020- College Research Committee, College of Education, UIUC
- 2020- Website updater and area course schedule co-planner, Educational Administration and Leadership
- 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

- 2021- Research Advisory Council, Illinois Workforce and Education Research Collaborative (IWERC), Discovery Partners Institute
- 2021 Presentation in the Illinois Extension School webinar series on March 17.
- 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

- 2020-2022 Sociology of Education Association Board Member
- 2021 Sociology of Education Association mentor to Hilary Tackie
- 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*, *Social Problems*, *Social Science Research*, *Sociology Compass*, *Sociology of Education*
- 2019, 2021 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 EXPERIENCE

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

PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA)

- Sections: Organizations, Occupations, and Work; Economic Sociology; Education; Social Psychology

American Educational Research Association (AERA)

- Division A (Administration), Organization Theory SIG

Academy of Management (AOM)

- Division memberships: Organization and Management Theory; Organizational Behavior; Gender and Diversity in Organizations; Public and Nonprofit

Sociology of Education Association (SEA)