

Jennifer L. Nelson

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PROFESSIONAL APPOINTMENTS

2020-present Assistant Professor
Department of Education Policy, Organization and Leadership
2023-present Courtesy Appointment in the School of Labor and Employment Relations
University of Illinois Urbana-Champaign, 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 Behavior and Theory
- Organizational Sociology
- Diversity/DEI
- Qualitative Methods/Ethnography
- Mixed Methods/Survey Research

PUBLICATIONS

Nelson, Jennifer L., and Tiffany D. Johnson. 2023. "How White Workers Navigate Racial Difference in the Workplace: Social-Emotional Processes and the Role of Workplace Racial Composition" *Work & Occupations*.

Nelson, Jennifer L., and Steven P. Vallas. 2021. "Race and Inequality at Work: An Occupational Perspective." *Sociology Compass* 15(10).

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.
- Puckett, Cassidy, and Jennifer L. Nelson. 2019. "The Geek Instinct: Theorizing Cultural Alignment in Disadvantaged Contexts." *Qualitative Sociology* 42(1): 25–48.
- Nelson, Jennifer L. 2017. "Pathways to Green(er) Pastures: Reward Bundles and Turnover Decisions in a Semi-Profession." *Qualitative Sociology* 40(1): 23–57.
- 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.

WORKING PAPERS

- Nelson, Jennifer L., Beth A. Bechky, and Anne-Laure Fayard. "Social Designations of Space and Occupational Community." *Revise and resubmit, Organization Science*.
- Nelson, Jennifer L., Joonkil Ahn, and Karen A. Hegtvedt. "Teachers' perceptions of principal versus assistant principals' leadership." *Revise and resubmit, Educational Administration Quarterly*.
- Nelson, Jennifer L., and Rachel Fish. "Racial Context and Perceptions of Workplace Discrimination." *In preparation*.
- Pre-registered at [REES](#) under #6641.1v1 "Social dynamics in the school workplace"
- Nelson, Jennifer L., David Diehl, and Huriya Jabbar. "Racial homophily in teachers' social networks." *In preparation*.

RESEARCH IN PROGRESS

- Nelson, Jennifer L. "Navigating Cascades of Change Across Workplace Hierarchy: The Case of an Academic Library." *Early data analysis, ongoing data collection stage*.
- 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 Paul Bruno. "Hiring under constraint: How administrators perceive and respond to centralized screening." *Data analysis stage*.
- Nelson, Jennifer L. "Stewarding Expertise: How technical service professionals manage technological change." *Data analysis stage, early drafting*.

OTHER PUBLICATIONS

- Morrow, Cynthia D., Marcelo C. Perrailon, Heidi L. Wald, Jennifer L. Nelson, Blaine P. Reeder, Catherine Battaglia, and Rebecca S. Boxer. 2022. "Challenges in Heart Failure Disease Management in Skilled Nursing Facilities: A Qualitative Study." *Journal of Gerontological Nursing* 48(5):13-17.
- Nelson, Jennifer L. 2022. Review of *Retail Inequality*, by Kenneth Kolb. *Symbolic Interaction*.
- Nelson, Jennifer L. 2018. Review of *Latina Teachers: Creating Careers and Guarding Culture*, by Glenda M. Flores. *Contemporary Sociology* 47(4): 453–455.

OTHER WRITINGS AND MEDIA COVERAGE

- Hasan Hamilton, Katrina, and Jennifer L. Nelson. Forthcoming. "School-based Racial Battle Fatigue." *The Urban Education Sourcebook*. Cambridge Scholars Publishing.
- Superville, Denisa R. 2021. [Female Principals Are Paid Less Than Men](#). *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

- 2023 Seed grant, Bureau of Education Research, UIUC (\$10,000)
- 2023 Travel grant, Bureau of Education Research, UIUC (\$1,000)
- 2023 Travel grant, Campus Review Board Scholars' Travel Fund, UIUC (\$650)
- 2022 Hardie Faculty Fellow, Bureau of Education Research, UIUC (\$20,000)
- 2021, 2022, 2023 List of Teachers Ranked as Excellent by Their Students, University of Illinois, Spring 2021, Fall 2022, Spring 2023
- 2021 Campus Research Board grant, “Hiring under constraint” (RB22001), With Paul Bruno, UIUC (\$29,182)
- 2020 Covid seed grant, Bureau of Education Research, UIUC (\$8,051)
- 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

- “Left Out: Network Mechanisms of Social Exclusion Among Teaching Faculty in Public High Schools”
- *Upcoming*, 2023. Social Network Mechanisms Workshop. Series Editors: Ronald S. Burt and Paul Leonardi. 6 Oct. (virtual)
- “Navigating Cascades of Change Across Workplace Hierarchy: The Case of an Academic Library.”
- 2023. The Davis Conference on Qualitative Research. 25 March.
 - 2023. INQUIRE Series, Gies College of Business, UIUC. 20 March.

“Enacting occupational values in peripheral spaces: Teachers’ work in the hallways.”* With Beth Bechky and Anne-Laure Fayard.

- 2023. Stanford Work Technology and Organization Group. Feb. 13. (*Coauthor Presented)

“Racial Context and Perceptions of Workplace Discrimination.”

- 2022. Labor and Employment Relations Seminar, UIUC. 6 October.
- 2022. Race and Organizations Working Group. Virtual. 5 October.
- 2022. Harvard Graduate School of Education Doctoral Colloquium Series. Virtual. 28 November.
- 2022. Bureau of Education Research Lightning Talk, UIUC. 20 September.

“Racialized Belonging at Work: Explaining Nonsymmetrical Effects of Racial Diversity.”

- 2021. Qualitative Research Workshop. New York University Stern School of Business. March 3. (Virtual)

“The Potential and Pitfalls of Hallways as Relational Space: Evidence from School Workplaces.” With Beth Bechky and Anne-Laure Fayard.

- 2020. American Sociological Association (ASA). Thematic Paper Session “Dignity and Meaning at Work.” August 8. San Francisco, CA. (Virtual, cancelled)

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

- MIT Sloan School of Management, Work and Organization Studies and Economic Sociology Groups. May 2017. Cambridge, MA.
- University of Massachusetts-Amherst, Department of Sociology and School of Public Policy. Nov. 2017. Amherst, MA.
- Harvard Graduate School of Education. Dec. 2017. Cambridge, MA.
- Baruch College Marxe School of Public and International Affairs. 2018. New York, NY.
- Tepper School of Business at Carnegie Mellon University. 2018. Pittsburgh, PA.
- Kellogg School of Management. 2019.
- University of Michigan Organizational Studies. 2019.
- Cornell ILR, Department of Organizational Behavior. Nov. 2019.
- London School of Economics Department of Methodology. Jan. 2020.
- University of Illinois, Department of Education Policy Organization and Leadership. Feb. 2020.

CONFERENCE PRESENTATIONS

“So what did we win? Handling change from the middle in organizations”

- *Upcoming*, 2023. Plenary session at the People and Organizations Conference. The Wharton School at the University of Pennsylvania. 22-23 Sept. Philadelphia, PA.

“The Dynamics of Organizational Change: Understanding Change Across Levels and Time in Organizations”

- 2023. Co-organized with Jillian Chown; Ruthanne Huising discussant. Academy of Management (AOM) symposium, sponsored by OMT and OCD Divisions. 7 Aug. Boston, MA.

“Do Diversity Initiatives ‘Work’? Examining the Unintended Consequences of Diversity Practices”

- 2023. Paper participant with Tiffany Johnson; Quinetta Roberson discussant. AOM symposium, sponsored by DEI and HR Divisions. 7 Aug. Boston, MA.

“‘Doing Teaching’ through Spatially Situated Interactions: The Case of Hallway Spaces and Teachers’ Occupational Communities.” With Beth A. Bechky and Anne-Laure Fayard.

- 2023. American Educational Research Association (AERA) Conference Roundtable, Organizational Theory SIG. 13 April. Chicago, IL.

- 2022. AOM symposium, sponsored by the HR Division. 8 Aug. (virtual)
- 2016. NYU Tandon School of Engineering, Department of Technology Management and Innovation, Brown Bag. 6 October. Brooklyn, NY.

“How White Workers Navigate Racial Difference in the Workplace.” With Tiffany D. Johnson.

- 2023. Sociology of Education Association (SEA) Conference. 25 Feb.
- 2023. AERA Conference Paper Session, Sociology of Education SIG. 14 April.
- 2019. AERA Conference. IES poster session. 5 April. Washington, DC.
- 2019. Southern Sociological Society (SSS) Annual Meeting. 13 April. Atlanta, GA.
- 2019. ASA roundtable, Economic Sociology. 13 August. New York, NY.

“Stewarding Expertise: How technical service professionals in an academic library manage technological change from the inside out.”

- 2022. Center for Social and Behavioral Research. University of Illinois. 21 Oct.

“Racial Homophily in Teachers’ Social Networks.” With David Diehl and Huriya Jabbar.

- 2022. AERA Conference Paper Session, Sociology of Education: The Work of Teachers: Understanding Teacher Networks, Identity, and Efficacy. 24 April (*coauthor presented)
- 2021. ASA Paper Session: Social Networks. 8 Aug. (Virtual).

“Gaps in Perceived Fairness at Work: The Case of Teachers’ Perceptions of Principal Versus Assistant Principals.” With Joonkil Ahn and Karen Hegtvedt.

- 2022. AERA Paper Session: Organizational Theory: Promise, Practice, and Policy. 28 April.
- 2022. ASA. Paper session, Occupations and Professions: Fairness, Diversity, Inequality. 8 Aug.
- 2021. University Council for Educational Administration (UCEA) Paper Session. (*coauthor presented)

“Contextual Predictors of Perceived Discrimination: Workplace Racial Composition, Manager Race, and Employee Interpretations of ‘Group Busting’” With Rachel Fish.

- 2022. ASA Paper Session: Experimental Examinations of Race and Racism. 8 August.
- 2021. AERA Division A Roundtable session. 8 April. (Virtual)

“Principals’ attitudes about their own evaluation: Evidence from Tennessee.” With Jason Grissom and Margaux Cameron.

- 2020. AERA Paper Session. San Francisco, CA. 21 April. (Conference Canceled)

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

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

“Unequal Pay for Equal Work? The Gender Gap in Principal Compensation.” With Jason Grissom, Jennifer Timmer, and Richard Blissett.

- 2019. Association for Education Finance and Policy Conference. 21 Mar. (*coauthor presented)
- 2019. ASA roundtable, Sociology of Education. 12 August. New York, NY.
- 2019. UCEA conference. 21 November. New Orleans, LA. (*coauthor presented)
- 2020. AERA. San Francisco, CA. 21 April. (*coauthor presenting) (Conference Canceled)

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

- 2017. AERA Conference roundtable. Apr. 27. San Antonio, TX.
- 2017. Paper session, *Jobs in Black and White*. Eastern Sociological Society, Race and Organizations mini-conference. 24 February. Philadelphia, PA.

“Teacher Empowerment through Coworker Support in the Classroom.”

- 2017. SEA Conference. 26 February. Pacific Grove, CA.

“Organizational demography in complex interactive service work: Racial composition effects on teachers’ satisfaction and turnover.”

- 2016. ASA Annual Meeting. OOW roundtable session. 22 August. Seattle, WA.
- 2016. Coalition of Graduate Sociologists Brown Bag. 11 Feb. Emory University, Atlanta, GA.

“A Diffusion Study of Alternate Route Teacher Certification Laws by State.” With Anand Swaminathan.

- 2016. ASA Annual Meeting. Sociology of Education roundtables. 23 August. Seattle, WA.
- 2014. SEA Conference. 22 February. Pacific Grove, CA.

“Justice Antecedents to Cultivating Trust in Schools: Coworker Relationships in an Urban and Suburban District.” With Karen Hegtvedt and Jennifer Hayward.

- 2016. SSS Annual Meeting. 16 April. Atlanta, GA.

“The Influence of Workplace Context on Constructing Work Identity: Evidence from Early Childhood Settings.” With Amanda Lewis.

- 2015. ASA Annual Meeting. Paper Session: Work and the Workplace. August. Chicago, IL.
- 2015. SEA Conference. 22 February. Pacific Grove, CA.
- 2014. Chicago Ethnography Conference. Northwestern University. 15 March. Evanston, IL.

“Rewards at Work: Identifying Combinations and Thresholds of Rewards to keep High-Achieving Teachers in Urban Schools.”

- 2014. ASA Annual Meeting, Education Roundtables. 17 August. San Francisco, CA.
- 2013. Poster session, SEA Conference. 23 Feb. Pacific Grove, CA.
- 2013. Paper session, SSS Annual Conference. 24 April. Atlanta, GA.
- 2013. Paper session. AERA Conference. 27 April. San Francisco, CA.

TEACHING EXPERIENCE

Courses Taught (sole instructor)

University of Illinois

2020-2023 Organizational Theory for Educational Leaders (EPOL 544) – Fall (3x)
 Diversity, Leadership, and Policy (EPOL 531) – Fall, Spring (2x), Summer
 Education and Stratification (EPOL 557) – Spring 2023
 Methods of Educational Inquiry (ERAM 550) –Summer 2023

Emory University

2017 Sociology of Work: The 21st Century Workplace
 2014 Sociology of Education
 2013 Introduction to General Sociology

Public school district in the Southeastern U.S.

2008-2011 9th and 10th grade English

ADVISING

2020-present Advisor to EdD students in Educational Administration and Leadership (EAL):
 Anthony Reibel (co-chair; graduated 2022), Samantha Williams, Anthony Medina,
 Dewayne Williams, Amanda Hughes; and Nina Tandle.
 Committee member for Diversity and Equity student Alyssa Carroll (graduated
 2022), HRD student Kirsten Maynard, Higher Education student Kerri Green, and

PROFESSIONAL SERVICE

Departmental/College level

2023	Invited presenter in EPOL Academic Excellence (ACE) Series, “The Process and Craft of Writing a Journal Article,” March 30.
2022-23, 2020-21	College Research Committee, College of Education, UIUC
2020-2022	EAL website updater and area course schedule co-planner
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

2022-present	Council for Learning Outcomes Assessment (C-LOA), UIUC
2021-present	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

2022-2025	Editorial board, <i>Work and Occupations</i>
2024 (upcoming)	Session organizer for the ASA Jobs, Occupations and Professions regular session
2023	Paper session organizer, Organizations, Occupations, and Work (OOW), ASA
2023	Reviewer, National Science Foundation
2023	Reviewer, OMT (Organization and Management Theory) Division, AOM
2022	Member, OOW Kanter Distinguished Career Award Committee (ASA)
2022	Subject Matter Expert (SME) consultant on proposed project by RTI International to support IES (NCER and NCSER) training programs
2020-2022	Sociology of Education Association Board Member, Reviewer
2019-2021	Reviewer, AERA conference submissions, Division A and/or Organization Theory SIG
2021	Sociology of Education Association mentor to Hilary Tackie
2021	Participant, Spencer Foundation Conference, “New Applications of Social Network Analysis to Education Policy”
2014-present	Ad-hoc reviewer, <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>Social Problems</i> , <i>Research in the Sociology of Work</i> , <i>Social Science Research</i> , <i>Sociology Compass</i> , <i>Sociology of Education</i> , <i>American Educational Research Journal</i> , <i>COMPASS Working Paper Series</i> , <i>Education Policy Analysis Archives</i> , <i>Educational Researcher</i> , <i>Educational Administration Quarterly</i> , <i>Educational Evaluation and Policy Analysis</i> , <i>Humanity & Society</i>
2019	Organizer, Roundtable session for OOW (ASA)
2016-2017	Graduate Student Representative, 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)	American Educational Research Association (AERA)
Academy of Management (AOM)	Sociology of Education Association (SEA)