

# 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
- 2024-present Affiliated researcher, Center for Educational Leadership and Excellence (CELE)  
Stockholm School of Economics
- 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., Joonkil Ahn, and Karen A. Hegtvedt. 2024. "Teachers' perceptions of principal versus assistant principals' leadership." *Educational Administration Quarterly*.
- 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., and Rachel Fish. "Racial Context and Perceptions of Workplace Discrimination." *Revise and resubmit, Social Science Research*. (Pre-registered at REES under #6641.1v1 "Social dynamics in the school workplace")
- Nelson, Jennifer L., Marisol Jimenez, and Paul Bruno. "Hiring under constraint: How administrators perceive and respond to centralized screening." *Revise and resubmit, AERA Open*.
- Nelson, Jennifer L., David Diehl, and Huriya Jabbar. "Racial homophily in teachers' social networks." *Under review*.
- Nelson, Jennifer L. "Intergroup relations across multiple organizational changes." *Under review*.

### **RESEARCH IN PROGRESS**

- Nelson, Jennifer L., and Karen A. Hegtvedt. "Relational trust perceptions from the vantage point of network subcommunities." *Data analysis and drafting*.
- Nelson, Jennifer L., Demetrius Lewis, and Anand Swaminathan. "A State-by-State Study of Policy and Program Diffusion in Alternate Certification Programs, 1985-2012." *Data analysis stage*.

### **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**

- Forrest, Sharita. 2024. [Whether a Racial Minority or Majority at Their School, White Teachers Struggle with Race Relations](#). *Illinois News Bureau*.

Hasan Hamilton, Katrina, and Jennifer L. Nelson. 2023. "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

2024	Summer Institute on Organizations and Their Effectiveness at the Center for Advanced Study in the Behavioral Sciences (CASBS) at Stanford University, fellowship recipient and selected participant
2023	Seed grant, Bureau of Education Research, UIUC (\$10,000)
2023	Travel grant, Bureau of Education Research, UIUC (\$1,000)
2023, 2024	Travel grant, Campus Review Board Scholars' Travel Fund, UIUC (\$650x3)
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, Summer 2023, Fall 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 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)
2014, 2015	Laney Graduate School Professional Development Support Research Grant -- Competitive (\$3,000) and 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)

## INVITED PRESENTATIONS

"Sabotage and Support: Mechanisms of Network Exclusion at Work"

- 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.”

- 2024. Stanford Graduate School of Business, Organizational Behavior Seminar series. 9 October.
- 2024. University of Massachusetts Boston, College of Management. 1 November.
- 2023. University of Calgary, Haskayne School of Business, OBHR Area. 25 September.
- 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.

- 2024. Stockholm School of Economics. Mar. 12.
- 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. Pittsburg, 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

“Hiring under constraint: How school administrators perceive and respond to centralized screening by the district.”

- 2024. People and Organizations Conference. The Wharton School at the University of Pennsylvania. Roundtable session. 20 Sept. Philadelphia, PA.
- 2024. *Upcoming*. Public Policy Analysis and Management Annual meeting. Nov. (\*Coauthor Presenting)

“In the Wake of Digitalization: Examining Processes and Tensions of Technological Change”

- 2024. Co-organized with Hatim Rahman; Susan Scott discussant. Academy of Management (AOM) symposium, sponsored by Communication, Digital Technology, and Organization (CTO) Division. 12 Aug. Chicago, IL.

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

- 2024. Equitable Opportunity Conference. Ross School of Business at the University of Michigan. 7 May. Ann Arbor, MI.
- 2023. Plenary session at the People and Organizations Conference. The Wharton School at the University of Pennsylvania. 23 Sept. Philadelphia, PA.

“Network Mechanisms of Social Inclusion and Exclusion in Teachers’ Work”

- 2024. Strategic Management Society Special Conference on Sustainable Human Development, track C: Enabling Educational Institutions and Equitable Opportunity. 21 June. Washington, DC.

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

- 2023. Co-organized with Jillian Chown; Ruthanne Huising discussant. 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.

- 2023. Department of Education Policy, Organization, and Leadership. University of Illinois. 25 Oct.
- 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*

2020-2024 Organizational Theory for Educational Leaders (EPOL 544) – Fall (5x)  
Diversity, Leadership, and Policy (EPOL 531) – Fall, Spring (2x), Summer  
Education and Stratification (EPOL 557) – Spring 2023, 2024  
Methods of Educational Inquiry (ERAM 550) – Summer 2023, 2024  
District Change for Equity and Social Justice (EPOL 547) – Spring 2024

#### *Emory University*

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

#### *Public school district in the Southeastern U.S.*

2008-2011 9<sup>th</sup> and 10<sup>th</sup> grade English

## ADVISING

2020-present Advisor to EdD students in Educational Administration and Leadership (EAL):  
Anthony Reibel (co-chair; graduated 2022), Kimberly Berliner, Nina Burke,  
Anthony Medina, Amanda Hughes, Dewayne Williams, and Samantha Williams.  
Committee member for EAL students Asma Akhras, Samuel Figueroa, Bayan  
Shaku, and Logan Walthers; Diversity and Equity students Alyssa Carroll  
(graduated 2022) and Marisa Tersy; HRD students Kirsten Maynard, Kimberly  
Otchere, and Monica Liu; Higher Education student Kerri Green; and Philosophy of  
Education student Bennett Smith

## PROFESSIONAL SERVICE

### *Departmental/College level*

2024 College Research Board, grant reviewer  
2024 Department Awards Committee, Member  
2023 Invited presenter in EPOL Academic Excellence (ACE) Series, “The Process and  
Craft of Writing a Journal Article,” March 30.  
Guest lecture to PhD seminar, Methods of Educational Inquiry. Sept. 18.  
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, *Work and Occupations*  
2023-present Editorial board, Oxford University Press Book Series *Social Network Mechanisms*  
2024 Session organizer for the ASA Jobs, Occupations and Professions regular session  
2024 Guest Lecture, Qualitative Research Methods graduate course, NYU Wagner  
2023 Paper session organizer, Organizations, Occupations, and Work (OOW), ASA  
2023 Reviewer, National Science Foundation  
2023-2024 Reviewer, OMT (Organization and Management Theory) Division, AOM  
2023-24, 2019-21 Reviewer, AERA conference submissions  
2022 Member, OOW Kanter Distinguished Career Award Committee (ASA)  
2020-2022 Sociology of Education Association Board Member, Reviewer  
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, *American Journal of Sociology*, *Administrative Science Quarterly*, *American Sociological Review*, *Social Problems*, *Research in the Sociology of Work*, *Social Science Research*, *Sociology Compass*, *Sociology of Education*, *Journal of Policy Analysis and Management*, *American Educational Research Journal*, *Review of Educational Research*, *Educational Researcher*, *Educational Administration Quarterly*, *Educational Evaluation and Policy Analysis*, *AERA Open*, *Humanity & Society*, *COMPASSS Working Paper Series*, *Education Policy Analysis Archives*  
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)