

Jennifer L. Nelson

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1310 S. Sixth St.
Champaign, IL 61820

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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
2025-present Affiliate, Center for Social & Behavioral Science (CSBS)
2025-present Scholar, Illinois Strategic Organizations Initiative (ISOI), Gies College of Business
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
- Social Inequality
- Sociology of Education
- Qualitative Methods/Ethnography
- Mixed Methods/Survey Research

PUBLICATIONS

Nelson, Jennifer L., David Diehl, and Huriya Jabbar. 2026. "Racial Homophily in Context: Tie Types and Organizational Composition in Teacher Networks." *American Journal of Education*.
<https://doi.org/10.1086/741569>

Nelson, Jennifer L., and Karen A. Hegtvedt. Accepted. "Variations in the Centrality/Trust Relationship in Network Communities." *Handbook of Trust and Social Networks*.

Nelson, Jennifer L., and Rachel Fish. 2026. "Is my manager feeling threatened by me? Racial differences in content and activation of threat metastereotypes." *Social Science Research*.

<https://doi.org/10.1016/j.ssresearch.2025.103306>

- Pre-registered at [REES](https://repositorio.cebs.br/handle/2011/11111) under #6641.1v1 "Social dynamics in the school workplace"

Nelson, Jennifer L., Marisol Jimenez, and Paul Bruno. 2025. "Hiring under constraint: How administrators perceive and respond to centralized screening." *AERA Open*.

<https://doi.org/10.1177/23328584251351>

- Nelson, Jennifer L., Joonkil Ahn, and Karen A. Hegtvedt. 2025. "Fair Across the Board? Teachers' Perceptions of Principal Versus Assistant Principals' Leadership." *Educational Administration Quarterly*. <https://doi.org/10.1177/0013161X241300623>
- Nelson, Jennifer L., and Tiffany D. Johnson. 2024. "How White Workers Navigate Racial Difference in the Workplace: Social-Emotional Processes and the Role of Workplace Racial Composition." *Work & Occupations*. <https://doi.org/10.1177/07308884231176833>
- 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. <https://doi.org/10.3928/00989134-20220404-04>
- Nelson, Jennifer L., and Steven P. Vallas. 2021. "Race and Inequality at Work: An Occupational Perspective." *Sociology Compass* 15(10). <https://doi.org/10.1111/soc4.12926>
- 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*. <https://doi.org/10.1177/0013161X211009295>
- 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*. <https://doi.org/10.1016/j.econedurev.2021.102114>
- 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. <https://doi.org/10.1086/705158>
- 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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/10.1108/S0277-283320160000029013>

PAPERS/WORKS UNDER REVIEW

- Nelson, Jennifer L. "Intergroup relations across multiple organizational changes." *Revise and Resubmit, Organization Science*.
- Nelson, Jennifer L. *Communities of Support: Network Mechanisms of Social Inclusion and Exclusion in Teachers' Work*. Under contract at Oxford University Press.
- Nelson, Jennifer L., Beth A. Bechky, and Anne-Laure Fayard. "Social Designations of Space and Occupational Community." *Under review*.

RESEARCH IN PROGRESS

- 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

- Allegretti, Anne, Jennifer L. Nelson, and Monica C. Higgins. In Press. "Standards-Referenced Learning in University Heights School District." *Harvard Graduate School of Education Case Series*.
- Nelson, Jennifer L. 2026. Review of *Invisible Barriers: Understanding and Overcoming Discrimination in the Workplace*, by Stéphane Carcillo and Marie-Anne Valfort. *Work & Occupations*.
- 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. 2025. [Los Angeles school district principals' views on teacher hiring system vary widely](#). *Illinois News Bureau*.
- Hanlon, Tom. 2024. [How to Make Organizational Change a Win-Win for Everyone](#). *College of Education News*.
- 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

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| 2024 | Fellow, Summer Institute on Organizations and Their Effectiveness at the Center for Advanced Study in the Behavioral Sciences (CASBS) at Stanford University |
| 2023 | Seed grant, Bureau of Education Research, UIUC (\$10,000) |
| 2023 | Travel grant, Bureau of Education Research, UIUC (\$1,000) |
| 2023, 2024, 2025 | Travel grant, Campus Review Board Scholars' Travel Fund, UIUC (\$650x4) |
| 2022 | Hardie Faculty Fellow, Bureau of Education Research, UIUC (\$20,000) |
| 2021-2025 | List of Teachers Ranked as Excellent by Their Students, University of Illinois, Spring 2021, Fall 2022, Spring, Summer, and Fall 2023, Fa2024, Sp and Su2025 |
| 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">• 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)

INVITED PRESENTATIONS

“The Role of Sociocentric Network Structure on Teachers’ Experiences of Social Inclusion and Exclusion at Work”

- 2026. Social Network Research Group. Michigan State University. 23 Jan. Virtual.
- 2026. Research Spotlight, EPOL, UIUC. 4 Feb.

“Planning Organizational Change: Hidden Supports, Hidden Challenges”

- 2026. University of Illinois Business Excellence Symposium, Keynote speaker. I-Hotel, Champaign, IL. 10 Feb.

“Navigating Cascades of Change Across Workplace Hierarchy: The Case of an Academic Library.”

- 2025. Junior Faculty Organizational Theory Conference. Philadelphia, PA. 11 Sept.
- 2025. Bureau of Education Research Lightning Talk, UIUC. 13 February.
- 2024. University of Massachusetts Boston, College of Management. 1 November. (virtual)
- 2024. Stanford Graduate School of Business, Organizational Behavior Seminar series. 9 October.
- 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)

“Sabotage and Support: Mechanisms of Network Exclusion at Work”

- 2023. Social Network Mechanisms Workshop. 6 Oct. (virtual)

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

- 2023. Research Spotlight, EPOL, UIUC. 25 Oct.

“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. NYU 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

“The Principal's Role in Teacher Social Networks: Shaping Inclusion and Exclusion at Work.”

- *Upcoming*. University Council for Educational Administration (UCEA). Pittsburgh, PA.

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

- 2026. American Educational Research Association (AERA) Division L roundtable session. Apr. 11. Los Angeles, CA
- 2016. ASA Annual Meeting. Sociology of Education roundtables. 23 August. Seattle, WA.
- 2014. SEA Conference. 22 February. Pacific Grove, CA.

“Stuck in the Middle: How Organizational Change Affects Middle-status Employee Groups in an Academic Library”

- 2026. AERA Organizational Theory SIG roundtable session. Apr. 11. Los Angeles, CA

“Variations in the Centrality/Trust Relationship in Network Communities”

- 2025. Trust and Social Networks Conference. Bocconi School of Management. 23 July. Milan, Italy.
- 2025. Midwest Sociology of Education Conference. University of Notre Dame. 30 Oct.

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

- 2025. ASA Regular Session: Jobs, Occupations, Professions. Aug. 11. Chicago, IL.
- 2025. AERA Conference Symposium. Apr. 27.
- 2024. Public Policy Analysis and Management Annual meeting. Nov. (*Coauthor Presenting)
- 2024. People and Organizations Conference. The Wharton School at the University of Pennsylvania. Roundtable session. 20 Sept. Philadelphia, PA.

“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.

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

- 2025. Equitable Opportunity Conference. MIT Sloan School of Management. 6 June. Boston, MA.
- 2024. Strategic Management Society Special Conference on Sustainable Human Development, track C: Enabling Educational Institutions and Equitable Opportunity. 21 June. Washington, DC.

“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 June. Ann Arbor, MI.
- 2023. Plenary session at the People and Organizations Conference. The Wharton School at the University of Pennsylvania. 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. 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. 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 Hegtvædt.

- 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. UCEA. (*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.

“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

2020-2025 Organizational Theory for Educational Leaders (EPOL 544) – Fall 2020-2025
Education and Stratification (EPOL 557) – Spring 2023-2026
Methods of Educational Inquiry (ERAM 550) – Summer 2023-2025
District Change for Equity and Social Justice (EPOL 547) – Spring 2024, 2025

Diversity, Leadership, and Policy (EPOL 531) – Fall 2020, Spring 2021 and 2023, Summer 2021

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

2020-present Advisor to EdD students in Educational Administration and Leadership (EAL): Anthony Reibel (co-chair, graduated 2022), Samantha Williams (chair, graduated 2025), Kimberly Berliner, Nina Burke, Anthony Medina, Amanda Hughes, Logan Walthers (co-chair) and Dewayne Williams.
Committee member for EAL students Asma Akhras, Anne Allegretti (PhD), Jeff Batt, Shayla Ewing, Samuel Figueroa, Rosette Ochoa, Bayan Shaku;
Diversity and Equity students Alyssa Carroll (graduated 2022), Marisa Tersy (graduated 2025), Tracie Daniels
HRD students Kirsten Maynard (graduated 2024), Kimberly Otchere, Monica Liu, and Jessica Holden;
Higher Education students Kerri Green (graduated 2024) and Caroline Helton (PhD)
Social Science and Education Policy students Itrat Sultan (PhD) and Minjoo Chong (PhD; examiner)
Philosophy of Education MA student Bennett Smith (graduated 2025)
Curriculum and Instruction student Kathy Luksetich (PhD)
Sociology student Kameron Cox (PhD)

PROFESSIONAL SERVICE

Departmental/College level

2026 Invited presenter, Graduate Student Visit Day, College of Education, March 9.
2025 Invited speaker, PhD seminar, ERAM 552: The Role of Theory in Educational Research. Nov. 18.
2023-2025 Department Awards Committee, Member
2023 Invited presenter in EPOL ACademic Excellence (ACE) Series, “The Process and Craft of Writing a Journal Article,” March 30.
2023 Invited panelist, PhD seminar, EPOL 500: Proseminar in EPOL. Oct. 23.
2023 Invited lecture, PhD seminar, ERAM 550: 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 level

2024-2025 Campus Research Board, grant reviewer
2026 Keynote, Business Excellence Symposium, Strategic Project Management Office
2025-2027 Faculty Senate, member
2025 Faculty participant, I-Engage, Office of the Provost, UIUC
2022-2025 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

Community-engaged service

2025 Session facilitator, Urbana School District Emerging Leaders Program. 18 December.

Service to the Profession

2025-2027 Consulting editor, *American Journal of Sociology*
 2022-present Editorial board, *Work and Occupations*
 2023-present Editorial board, Oxford University Press Book Series *Social Network Mechanisms*
 2025-2027 Organizational Theory SIG awards co-chair, AERA
 2023-present Reviewer, OMT (Organization and Management Theory) Division, AOM
 2025 Bourdieu Best Book Award Committee, Sociology of Education Section, ASA
 2024 Organizer for the ASA Jobs, Occupations and Professions regular paper session
 2024 Guest Lecture, Qualitative Research Methods graduate course, NYU Wagner
 2023 Organizer for ASA Organizations, Occupations, and Work (OOW) paper session
 2023 Reviewer, National Science Foundation
 2019-21, 2023-present Reviewer, AERA conference submissions, Division A and Organizational Theory SIG
 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*, *American Sociological Review*, *Administrative Science Quarterly*, *Management Science*, *Social Problems*, *Research in the Sociology of Work*, *Social Science Research*, *Sociology Compass*, *Sociology of Education*, *Journal of Policy Analysis and Management*, *Journal of Organizational Behavior*, *American Educational Research Journal*, *Review of Educational Research*, *Educational Researcher*, *Educational Administration Quarterly*, *Educational Evaluation and Policy Analysis*, *American Journal of Education*, *AERA Open*, *Qualitative Sociology*, *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)
 University Council for Educational Administration (UCEA)