

Koji Chavez
Assistant Professor
Sociology Department, Indiana University

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Bloomington, IN, 47405-713 kochavez@iu.edu

RESEARCH INTERESTS Labor market inequality, processes of inequality in the workplace, interpersonal evaluation, hiring, justification, mixed-methods research.

PUBLISHED
ARTICLES AND
BOOK CHAPTERS

1. **Chavez, Koji.** 2020 “Education and Referrals: Parallel Mechanisms of White and Asian Hiring Advantage in a Silicon Valley High Technology Firm.” *Research in the Sociology of Work, Special Issue* 34:83-113.
2. **Chavez, Koji.** 2020 “Penalized for Personality: A Case Study of Asian-Origin Disadvantage in Hiring.” *Sociology of Race and Ethnicity*: 1-21.
3. Wingfield, Adia, and **Koji Chavez.** 2020 “Getting In, Getting Hired, Getting Sideways Looks: Organizational Hierarchy and Perceptions of Racial Discrimination.” *American Sociological Review* 85(1):31-57
4. **Chavez, Koji** and Adia Harvey Wingfield. 2018. “Racializing Gendered Interactions.” In *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.
5. **Chavez, Koji,** Chris Wimer, David M. Betson, and Lucas Manfield. 2018. “Medical Needs and Poverty Among the Elderly Population: The Role of Out-Of-Pocket Medical Expenditures and Annuitized Assets under the Supplemental Poverty Measure.” *Social Security Bulletin* 78(1):47-75.
6. **Chavez, Koji.** 2017 “Getting a Job: Cultural Norms, Emotional Energy, and the Foreign-Educated Immigrant Hiring Penalty.” *Academy of Management Best Papers Proceedings, 77th Annual Meeting of the Academy of Management, Atlanta, GA.*
7. **Chavez, Koji** and Beth Red Bird. 2015. “Occupational Closure and Immigrant Economic Incorporation.” In *How Global Migration Changes the Workforce Diversity Equation*, edited by M. Pilati, Sheikh Hina, F. Sperotti, and C. Tilly. NewCastle, UK: Cambridge Scholars Publishing.
8. Danziger, Sheldon, **Koji Chavez,** Erin Cumberworth. October, 2012. “Poverty and the Great Recession.” *A Great Recession Brief.* Stanford, CA: Stanford Center on Poverty and Inequality.

MANUSCRIPTS IN
PREPARATION

1. **Chavez, Koji** “Gendered Process, Genderless Outcome: Meritocracy, Gender Egalitarianism, and Hiring in a Silicon Valley Firm” *Under review.*
2. Weisshaar, Kate, **Koji Chavez,** and Tania Cabello-Hutt. “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching.”
3. **Koji Chavez,** Weisshaar, Kate, and Tania Cabello-Hutt. “The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.”
4. Schaumberg, Becky, and **Koji Chavez.** “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.” *Under review.*

5. Schaumberg, Becky, **Koji Chavez**, Anna Merrit, and Frank Flynn. "Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance."
6. **Chavez, Koji**. "Outsourced Bias: Contingency Search Firms, Applicant Screening, and Female Disadvantage in Software Engineering Hiring." Revise and Resubmit at *Management Science*.

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| GRANTS, FELLOWSHIPS, AND AWARDS | Grants | |
| | <ul style="list-style-type: none"> • Russell Sage Foundation, Future of Work Initiative • National Science Foundation • TESS Survey Experiment Competition • CRRES Faculty Seed Grant Award • Carolina Population Center Seed Grant • VPGE Diversity Dissertation Research Opportunity • Graduate Research Opportunity Funds | <p>June 2020</p> <p>June 2020</p> <p>Feb 2020</p> <p>May 2019</p> <p>March 2019</p> <p>Dec 2013</p> <p>Dec 2013</p> |

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| Fellowships | <ul style="list-style-type: none"> • Center for Research on Race and Ethnicity in Society Fellow • Diversifying Academia, Recruiting Excellence (DARE) Fellow • National Poverty Fellow • EDGE-SBE Fellow | <p>Fall 2019 -</p> <p>Fall 2013 - 2016</p> <p>Sep 2011 to Aug 2016</p> <p>Sep 2009 to Aug 2016</p> |
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| Awards | <ul style="list-style-type: none"> • Trustees Teaching Award, Indiana University, The College • Catalyst Award, Thinking Gender Conference • Dornbusch Award, Sociology Department, Stanford University | <p>April 2021</p> <p>April 2015</p> <p>June 2012</p> |
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| SCHOLARLY PRESENTATIONS | Invited Presentations or Panels | |
| | <ul style="list-style-type: none"> • "Mechanisms and Discourses of Exclusion in Hiring." American Sociological Association, Thematic Sessions. Presider. San Francisco • "Reframing, Questioning, and Critiquing Boundaries: Conversations about Family, Citizenship, and Work." University of North Carolina at Chapel Hill, Colloquium. Panel Member • "Has Gender and Racial Discrimination Changed During the COVID-19 Pandemic." Columbia University, Center for the Study of Wealth and Inequality, Seminar Series. Presenter | <p>Aug 2021</p> <p>Mar 2021</p> <p>Apr 2021</p> |

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| Conference Presentations | <ul style="list-style-type: none"> • "Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance." Academy of Management, Shame Symposium. Vancouver, Canada • "An Imperfect Match? Gender and Racial Discrimination in Hiring Across Relative Qualification." Population Association of America, Diversity and Discrimination in the Education Pipeline and Labor Market. Washington, DC. • "Compared to Whom? Parallel Mechanisms of Black and Latinx Hiring Disadvantage in a Silicon Valley High Technology Firm." American Sociological Association, Job Search and Opportunity, Paper Session. New York, New York. • "'That One Time?' Or 'Lucky to Be Here?'" Occupational Status and Black Americans' Perceptions of Workplace Racial Discrimination." American Sociological Association, Theorizing Race in Organizations, Paper Session. New York, New York. • "Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring." American Sociological Association, Section on Economic Sociology, Refereed Roundtable Session. Montreal, Canada. | <p>Apr 2020</p> <p>Apr 2020</p> <p>Aug 2019</p> <p>Aug 2019</p> <p>Aug 2017</p> |
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- “Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring.” Academy of Management, Organizational Behavior, Emotion, Regulation, and Energy, Paper Session. Montreal, Canada. Aug 2017
- “Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” American Sociological Association, Section on Social Psychology, Interconnections: Social Psychology and Organizational Processes, Section Session. Seattle, WA. Aug 2016
- “Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” EGOS Colloquium, Sub-theme 22: Powering Inequality: The Impact of Organizational Practices on Individual Employment Outcomes. Naples, Italy. July 2016
- “Women in the Engineering Hiring Pipeline: How Gender (and Nativity) Still Matter in Silicon Valley.” Pacific Sociological Association, Delivering on Diversity: Theory into Action, Section Session. Oakland, CA. Apr 2016
- “Gendered Pathways to Hire: Employer Trade-Offs and Candidate Gender in the Hiring Process.” American Sociological Association, Race, Gender, and Class Roundtable. Chicago, IL. Aug 2015
- “The Dividends of Diversity?: Linking Work Group Racial Composition, Minority Status, and Within-Race Inequality.” American Sociological Association, Affirmative Action Regular Session. Chicago, IL. Aug 2015
- “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” Academy of Management, Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada. Aug 2015
- “The Myth of Gender Equality in Hiring.” WISE Research Roundtable. Stanford WISE Ventures, Stanford University. April 2015
- “Gendered Pathways to the Job Offer.” Thinking Gender Conference. Center for the Study of Women, University of California, Los Angeles. April 2015
- “How Rich are the Elderly Poor? Examining Assets Among the Elderly Using the Supplemental Poverty Measure.” Association for Public Policy Analysis & Management, Global Challenges, New Perspectives. Albuquerque, NM. Nov 2014
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” American Sociological Association, Poverty and Mobility Roundtable. San Francisco, CA. Aug 2014
- “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” Poverty and Inequality in the 21st Century Conference. Tohoku University, Sendai, Japan. June 2014
- “Women in the Engineering Pipeline: Why gender (and nativity) still matter in the ‘most egalitarian’ industry” Corporate Partner Program, Michelle R. Clayman Institute for Gender Research. Stanford, CA. May 2014
- “Occupational Closure and Immigrant Economic Incorporation.” Institute for Research on Labor and Employment. University of California, Los Angeles, Los Angeles, CA. May 2013
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Research Committee on Social Stratification RC28. Trento, Italy. May 2013
- “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” American Sociological Association, New Perspectives on Immigration Roundtable. Denver, CO. Aug 2012
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Society for the Study of Social Problems. Denver, CO. Aug 2012
- “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” Poverty and Inequality in the 21st Century Conference. Tohoku University, Sendai, Japan. July 2012
- “Do We Still Love Capitalism? The Effects of the Great Recession on the Legitimacy

of Market Economies.” Poverty and Inequality in the 21st Century Conference.
Stanford University, Palo Alto, CA. July 2010

Department Presentations

- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Stanford Sociology Department. Palo Alto, California Apr 2012

RESEARCH
EXPERIENCE

Postdoctoral Research Associate Fall 2016 to Summer 2018
Washington University in St. Louis
Supervisors: Adia Harvey Wingfield, Ph.D.

Research Assistant Fall 2015 to Fall 2016
Stanford Center on Poverty and Inequality
Stanford University
Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.

Research Assistant Summer 2010 to Summer 2013
Stanford Center on Poverty and Inequality
Stanford University
Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.

Research Assistant Fall 2010 to Spring 2011
Sociology Department
Stanford University
Supervisors: Corey Fields, Ph.D.

TEACHING
EXPERIENCE

Professor Fall 2020
Soc-S 558 - Advanced Research Techniques
Sociology Department,
Indiana University

Professor Spring 2019, Fall 2019, Spring 2020, Fall 2020
Soc-S 410 - Race and Ethnic Intergroup Relations
Sociology Department,
Indiana University

Professor Fall 2018, Fall 2019, Spring 2020
Soc-S 315 - Work in the New Economy
Sociology Department,
Indiana University

Instructor Fall 2017
Soc 3232 - The Social Construction of Race
Sociology Department,
Washington University in St. Louis

Instructor Spring 2017
Soc 2550 - The Sociology of Work
Sociology Department,
Washington University in St. Louis

Teaching Assistant Fall 2011
Soc 140 - Intro to Social Stratification
Instructor: David Grusky, Ph.D.
Sociology Department,
Stanford University

Teaching Assistant Winter 2010
Soc 149 - The Urban Underclass
Instructor: Michael Rosenfeld, Ph.D.
Sociology Department,
Stanford University

Teaching Assistant Fall 2010

Soc 166 - Mexicans, Mexican Americans, and Chicanos
Instructor: Tomas Jimenez, Ph.D.
Sociology Department,
Stanford University

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| SERVICE | Graduate Student Affairs Committee Member | Sep 2020–Current |
| | Climate Committee Member | Sep 2019–Current |
| | Sutherland Teach Award Committee Member | Sep 2019–Current |
| | Library Coordinator | Sep 2018–Jun 2019 |
| | Indiana University Faculty Hiring Workshop Presentation | Oct 23, 2019, Sep 11, 2020 |
| | Sociology for Women in Society, Editorial Board Member | Nov 2020–Current |

EDUCATION

Stanford University, Stanford, CA

Ph.D., Sociology, Summer 2016

- Dissertation: *How Employers Hire Women, Immigrants, and the Educationally Elite: Meritocracy, Egalitarianism, and Cultural Fit in a Silicon Valley High Technology Firm.*
- Department Advisor: David B. Grusky, Ph.D.
- Dissertation Committee Chair: Jesper B. Sørensen, Ph.D.

M.A., Sociology, Spring 2011

University of California, Santa Barbara, Santa Barbara, CA

B.A., Economics and Spanish (Double Major), June 2007

- *Magna Cum Laude*, *Phi Beta Kappa*, and Distinction in the Major of Economics
- Advisor: Rod Garratt, Ph.D.