

KOJI CHAVEZ

Indiana University, Department of Sociology
1020 E. Kirkwood Ave., Ballantine Hall 772 Bloomington, IN 47405
phone: 812.856.4847 email: kochavez@iu.edu web: www.kojichavez.com
April 2026

ACADEMIC APPOINTMENTS

Indiana University Assistant Professor	2018-Present
Washington University in St. Louis Postdoctoral Research Associate	2016-2018

EDUCATION

Stanford University PhD, Sociology	2016
MA, Sociology	2011
University of California, Santa Barbara BA, Economics and Spanish, Magna Cum Laude, Phi Beta Kappa	2007

RESEARCH INTERESTS

Labor market inequality, discrimination, hiring, race, gender, diversity

PUBLICATIONS (* DENOTES PEER REVIEW; † DENOTES SHARED FIRST-AUTHOR)

ARTICLES, BOOK CHAPTERS, AND REPORTS

- *Chavez, Koji, Katherine Weisshaar[†], and Tania Hutt. 2026. "An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching." *Social Forces* 00:1-20
- *Chavez, Koji. 2025. "Gendered Pathways to the Job Offer: Stereotypes and Diversity Value During Job Offer Decisions in Software Engineering Hiring." *Socius* 11:1-17.
- *Weisshaar, Katherine, Koji Chavez[†], and Tania Hutt. 2024. "Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering." *American Sociological Review* 89(3):584-613.
- Winner of the 2025 W. Richard Scott Outstanding Article Award (Organizations, Occupations, and Work Section, American Sociological Association)
 - Winner of the 2025 Distinguished Contribution to Scholarship Article Award (Race, Gender, and Class Section, American Sociological Association)
 - Winner of the 2025 Devah Pager Outstanding Article Award (Inequality, Poverty, and Mobility Section, American Sociological Association)
- *Chavez, Koji, Katherine Weisshaar[†], and Tania Cabello-Hutt. 2022. "Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020." *Work & Occupations* 49(1):275-315.
- *Chavez, Koji. 2021 "Penalized for Personality: A Case Study of Asian-Origin Disadvantage in Hiring." *Sociology of Race and Ethnicity* 7(2):226-246.

- *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.
- *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
- Chavez, Koji and Adia Harvey Wingfield. 2018. “Racializing Gendered Interactions.” Pp. 185-198 in *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.
- *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.
- 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.
- Chavez, Koji and Beth Red Bird. 2015. “Occupational Closure and Immigrant Economic Incorporation.” Pp. 294-319 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.
- Danziger, Sheldon, Koji Chavez, Erin Cumberworth. October, 2012. *A Great Recession Brief: Poverty and the Great Recession*. Stanford, CA: Stanford Center on Poverty and Inequality.

SERVICE/TEACHING RELATED

- Chavez, Koji and Brandon A. Jackson[†]. 2025. “Introducing 2025 ASA President Adia Wingfield. 2025.” *Footnotes*.

MANUSCRIPTS UNDER REVIEW

- Chavez, Koji, Alyssa Browne, and Kayla Cook. “The Diversity Buffer: How the Organization of Diversity Work in the Software Engineering Hiring Process Enables Diversity “Happy Talk.” (draft available).

WORKING PAPERS

- Chavez, Koji, Yingjian Liang, Katherine Weisshaar. “Assessing Individual Diversity Value Under Backlash.” (draft available).
- Kim, Eehyun, Anne Kavalerschik, Koji Chavez, and Byungkyu Lee. “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market from 2001 to 2023.” (draft available).
- Weisshaar, Katherine, Christianne Corbett, Koji Chavez. “The Room Where it Happens: The Gendered Dynamics of Access and Returns to Workplace Social Capital.” (draft available).
- Schaumberg, Becky, and Koji Chavez. “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.” (draft available).

Schaumberg, Becky, and Koji Chavez, Anna Merrit, and Frank Flynn. "Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance." (draft available).

OTHER PROJECTS

Cho, Soocheol, Koji Chavez, and Adia Harvey Wingfield. "Racialized Gendered Interactions."

Thompson, Victoria, and Koji Chavez. "Social Construction of Able-Bodiedness"

Anne Kavalerchik, Eehyun Kim, Koji Chavez, and Byungkyu Lee. "Cultural Matching Networks"

Chavez, Koji. *Managing Corporate Virtue: The Politics of Workplace Diversity in New York and Paris* by Laure Bereni (Book Review)

RESEARCH GRANTS

- Center for Research on Race and Ethnicity in Society, Indiana University.** Faculty Seed Grant Award, "Who Contributes to Diversity? A Conjoint Experiment of Diversity Value." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$5,000. 2024
- Russell Sage Foundation.** Future of Work. "A Perfect Match? How Job Demands Shape Gender and Racial Discrimination in Hiring." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$49,946. 2020-2021
- National Science Foundation.** "A Perfect Match? How Job Demands Shape Gender and Racial Discrimination in Hiring." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$267,529. 2020-2021
- Time-Sharing Experiments in the Social Sciences.** "An Imperfect Match? How Gender and Race Influence Perceptions of Underqualified Job Applicants." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$16,000. 2020
- Center for Research on Race and Ethnicity in Society, Indiana University.** Faculty Seed Grant Award, "A Perfect Match? Racial and Gender Discrimination During Upward and Downward Job Mobility." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$5,000. 2019
- Carolina Population Center, University of North Carolina at Chapel Hill.** Seed Grant Award. "A Perfect Match? Racial and Gender Discrimination During Upward, Downward, and Lateral Job Mobility." Co-Principal Investigator Koji Chavez (with Katherine Weisshaar). \$6,710. 2019
- Office of the Vice Provost for Graduate Education, Stanford University.** Diversity Dissertation Research Opportunity. "How Employers Hire (Women, Immigrants, and the Educationally Elite)." Principal Investigator Koji Chavez. 2013
- School of Humanities and Sciences, Stanford University.** Graduate Research Opportunity Funds. "How Employers Hire (Women, Immigrants, and the Educationally Elite)." Principal Investigator Koji Chavez. 2013

AWARDS, FELLOWSHIPS, AND HONORS

Faculty Mentor Award, Indiana University, Sociology Department 2025

<i>W. Richard Scott Outstanding Article Award</i> , Organizations, Occupations, and Work Section, ASA	2025
<i>Distinguished Contribution to Scholarship Article Award</i> , Race, Gender, and Class Section, ASA	2025
<i>Devah Pager Outstanding Article Award</i> , Inequality, Poverty, and Mobility Section, ASA	2025
<i>Trustees Teaching Award</i> , Indiana University	2021, 2024
<i>DARE Fellowship</i> , Stanford University	2013-2016
<i>National Poverty Fellowship</i> , Stanford University	2011-2016
<i>EDGE-SBE Fellow</i> , Stanford University	2009-2016
<i>Catalyst Award</i> , Thinking Gender Conference	2015
<i>Dornbusch Award</i> , Sociology Department, Stanford University	2012

INVITED PRESENTATIONS AND PANELS

“The Diversity Buffer: How the Organization of Diversity Work in the Software Engineering Hiring Process Enables “Happy Talk.” Desautels Faculty of Management. McGill University. Invited Speaker.	2026
“Audit Study Findings, Challenges, and the Future.” The Future of Audit Studies to Study Labor Market Discrimination. <i>Harvard Center for Population and Development Studies</i> . Harvard University. Invited Speaker.	2025
“Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.” <i>Causes and Consequences of Labor Market Mismatch Workshop, The Millenium Nucleus LM2C2</i> . Pontificia Universidad Católica de Chile. Santiago, Chile. Invited Speaker.	2024
“Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” <i>School of Industrial and Labor Relations</i> . Cornell University. Ithaca, NY. Invited Speaker.	2024
“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It.” Pacific Sociological Association Annual Meeting. San Diego, CA. (Invited Discussant)	2024
“Organizational Lenses on Intersectionality.” <i>Organizations, Occupations, and Work</i> , American Sociological Association, Virtual Event. Invited Panel Member.	2023
“Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” <i>O’Neill School of Public and Environmental Affairs of Indiana University</i> . Invited Speaker.	2023
Virtual Book Launch for Fixing Stories: Local Newsmaking and International Media in Turkey and Syria. <i>The Media School, Indiana University</i> . Invited Discussant.	2022
Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. <i>University of Wisconsin-Madison, Department of Sociology</i> . Invited Speaker.	2021
Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. <i>Stanford University, Management Science and Engineering</i> . Invited Speaker.	2021
“Reframing, Questioning, and Critiquing Boundaries: Conversations about Family, Citizenship, and Work.” <i>Sociology Department, University of North Carolina at Chapel Hill</i> , Colloquium. Invited Panel Member.	2021

- “Has Gender and Racial Discrimination Changed During the COVID-19 Pandemic?” 2021
Center for the Study of Wealth and Inequality, Columbia University, Seminar Series. Invited Speaker.
- “The Myth of Gender Equality in Hiring.” *Stanford University, WISE Research Roundtable. Invited Speaker.* 2015
- “Women in the Engineering Pipeline: Why Gender (and Nativity) Still Matter in the ‘Most Egalitarian’ Industry” *Stanford University, Michelle R. Clayman Institute for Gender Research, Corporate Partner Program. Invited Speaker.* 2014

CONFERENCE PRESENTATIONS

- “Assessing Diversity Value Under Backlash.” Population Association of America, Causes and Consequences of Workplace Inequalities Oral Session. St. Louis, MO. 2026
- “Assessing Diversity Value Under Backlash.” American Sociological Association, Organizations, Occupations, and Work Session. Chicago IL. 2025
- New Approaches to the Job Matching Process. Thematic Session American Sociological Association Annual Meeting. Chicago. (Invited Speaker) 2025
- Organizations, Occupations, and Work Virtual Panel on Racialized and Gendered Organizations. American Sociological Association. (Invited Panel Member) 2024
- “Diversity Disillusion: Support for Diversity Practices as a Consequence of a Processual Segregation of Diversity Labor.” American Sociological Association, Organizations, Occupations, and Work session. Montreal, Canada. 2024
- “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market.” American Sociological Association, IPM session. Montreal, Canada. 2024
- “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” Eastern Sociological Association, Gendered and Racialized Organizations. Washington, D.C. 2024
- Mini-Conference on Gendered and Racialized Organizations. Eastern Sociological Society Annual Meeting. Washington D.C. (Conference Organizer) 2024
- “Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” American Sociological Association, Gendered and Racialized Organizations. Los Angeles, CA. 2022
- The Good in the Bad and the Bad in the Good: The Counterintuitive Self in Organizational Life.* Symposium, Academy of Management Annual Meeting. Seattle, WA. 2022
- “The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.” *American Sociological Association, The COVID-19 Pandemic: Gendered Risks, Gendered Consequences.* Virtual. 2021
- “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. 2020

- “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.” *Academy of Management*, Shame Symposium. Vancouver, Canada. 2020
- “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. 2019
- “‘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. 2019
- “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. 2017
- “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. 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. 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. 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. 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. 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. 2015
- “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” *Academy of Management*, Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada. 2015
- “Gendered Pathways to the Job Offer.” *Thinking Gender Conference*. Center for the Study of Women, University of California, Los Angeles. 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. 2014

“The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>American Sociological Association</i> , Poverty and Mobility Roundtable. San Francisco, CA.	2014
“Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” <i>Poverty and Inequality in the 21st Century Conference</i> . Tohoku University, Sendai, Japan.	2014
“Occupational Closure and Immigrant Economic Incorporation.” <i>Institute for Research on Labor and Employment</i> . University of California, Los Angeles, Los Angeles, CA.	2013
“The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>Research Committee on Social Stratification RC28</i> . Trento, Italy.	2013
“The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” <i>American Sociological Association</i> , New Perspectives on Immigration Roundtable. Denver, CO.	2012
“The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>Society for the Study of Social Problems</i> . Denver, CO.	2012
“The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” <i>Poverty and Inequality in the 21st Century Conference</i> . Tohoku University, Sendai, Japan.	2012
“Do We Still Love Capitalism? The Effects of the Great Recession on the Legitimacy of Market Economies.” <i>Poverty and Inequality in the 21st Century Conference</i> . Stanford University, Palo Alto, CA.	2010

TEACHING EXPERIENCE

Instructor			
Course	Students	Level	Years
<i>Advanced Research Techniques</i> , Indiana University	14	G	2020-2025
<i>Race and Ethnic Intergroup Relations</i> , Indiana University	25	U	2019-2025
<i>Work in the New Economy</i> , Indiana University	35-50	U	2018-2024
<i>Social Construction of Race</i> , Washington University in STL	25	U	2017
<i>The Sociology of Work</i> , Washington University in STL	10	U	2017
Teaching Assistant			
Course			
<i>Introduction to Social Stratification</i> , Stanford University	100	U	2011
<i>The Urban Underclass</i> , Stanford University	100	U	2010
<i>Mexicans, Mexican Americans, and Chicanos</i> , Stanford University	50	U	2010

STUDENT MENTORING

Dissertation Committee Member

Eehyun Kim, Indiana University	2025-Present
Maggie Lawler, Indiana University	2025-Present
Yanming Kuang, Indiana University	2024-Present
Roberto Ortiz, Indiana University	2025-Present

Aaminah Long, Indiana University	2024-2025
Takuya Akada, Indiana University	2024-2025
Drew Myers, Indiana University	2024-Present
Alisha Kirchoff, Indiana University	2023-2025
Robert Gallagher, Indiana University	2023-2025
Derek Richardson, Indiana University	2023-Present
Zackary Dunivin, Indiana University	2021-2024
Nora Weber, Indiana University (co-Chair)	2022-Present
Junghun Han, Indiana University	2022-2026
Jasmine Davis, Indiana University	2021-2025
Emily Ekl, Indiana University	2021-2025
Yingjian Liang, Indiana University	2019-2025
Kaitlin Johnson, Indiana University	2020-2023
Cara Davies, Indiana University	2020-2023
Tania Hutt, University of North Carolina at Chapel Hill	2019-2023
Sean Vina, Indiana University	2019-2020

Qualifying Examination Committee Member

Aaron Derner, Indiana University	2026
Alleluia Gusenga, Indiana University (Chair)	2024
Roberto Ortiz, Indiana University (Chair)	2024
Junghun Han, Indiana University	2021
Zackary Dunivin, Indiana University	2021
Jasmine Davis, Indiana University	2020
Yingjian Liang, Indiana University	2020

Second Year Research Paper

Ashley Tatang	2026
---------------	------

Research Supervisor

Maggie Rockwell, Indiana University, Undergraduate	2025-2026
Ally Donnelly, Indiana University, Undergraduate	2024-2026
Lucas Evans, Indiana University, Undergraduate	2024-2025
Yingjian Liang, Indiana University, Graduate	2023-2025
Madeline Ruprecht, Indiana University, Undergraduate	2021-2022
Olivia Christensen, Indiana University, Undergraduate	2020-2022
Natalia Fuentes-Rohwer, Indiana University, Undergraduate	2020-2023
Erika Ross, Indiana University, Undergraduate	2020-2021
Erin Arian, Indiana University, Undergraduate	2020-2022
Olivia DeCrane, Indiana University, Undergraduate	2020-2021
Bobby Burns, Indiana University, Undergraduate	2021
Jane Dorsey, Indiana University, Undergraduate	2019
Suhail Mohammed, Indiana University, Undergraduate	2019
Nathan Norris, Indiana University, Undergraduate	2019
Katie Johnson, Indiana University, Graduate	2020-2023
Anne Kavalerchik, Indiana University, Graduate	2020- 2023
Alyssa Browne, University of North Carolina at Chapel Hill, Graduate	2020-2024
Lexi Hutcho, Indiana University, Undergraduate	2022-2022

Kayla Cook, University of North Carolina at Chapel Hill	2021-Present
CRRES Undergraduate Research Program Supervisor/Mentor	
Maria Martinez, Indiana University, Undergraduate	2019-2022
Kemal Perdana, Indiana University, Undergraduate	2021-2022
Independent Study	
Marijke Van Dyke, Indiana University	2020
Zhixi Tang, Indiana University	2020
EDGE Mentoring Program	
Isaac Gomez Nuñez, Stanford University	2011-2016

PROFESSIONAL SERVICE

American Sociological Association OOW Mentorship Committee	2025-2026
American Sociological Association OOW Section Nomination Committee	2024-2025
American Sociological Association Program Committee, Section Organizer	2024-2025
VMware Women's Leadership Innovation Lab at Stanford, Affiliated Faculty	2023-Present
Eastern Sociological Association, Mini-conference Organizer	2023-2024
American Sociological Association Program Committee, Section Organizer	2022-2023
Sociology Advisory Panel, National Science Foundation	2022-Present
Editorial Board Member, American Sociological Review	2022-2025
Editorial Board Member, Social Problems	2021-2024
Editorial Board Member, Gender & Society	2021-2024
Presider, Thematic Sessions American Sociological Association	2020
Sigrid Luhr Book Workshop, University of Illinois Chicago, Sociology Department	2025

INSTITUTIONAL SERVICE (INDIANA UNIVERSITY)

Center for Research on Race and Ethnicity in Society, Associate Director	2025-Present
Presenter. Faculty Hiring Workshop, The College	2019, 2020, 2021, 2022, 2023
Presenter. Preparing Future Faculty Conference, The College	2023, 2024, 2025, 2026
<i>CRRES Faculty Affiliate</i> , Indiana University	2019-2025
Hilary Holbrow Book Workshop, Indiana University, East Asian Languages and Cultures Dept.	2021

DEPARTMENT SERVICE (SOCIOLOGY)

Personnel Committee Member	2025-2026
Access, Opportunity, and Climate Committee Member	2025-2026
Executive Committee Member	Spring 2022, 2023-24, 2024-25
Classroom Observer	2023 (Fall), 2024 (Fall)
Graduate Admissions	2023-24
Workshop in Sociology at IU (WiSIU) Committee Chair	2024 (Spring), 2024-2025
Workshop in Sociology at IU (WiSIU) Committee Member	2022 (Fall), 2023 (Fall)
Graduate Fellowships Committee	2022 (Fall), 2024 (Spring)
Ad Hoc Personnel Committee, Sociology	2021
Graduate Affairs and Evaluation Committee Member	2020-21, 2021-22, 2023-24

Diversity, Equity, and Inclusion Committee Chair	2022-23
Diversity, Equity, and Inclusion Committee Member	2020-21, 2021-22
Sutherland Teaching Award Committee Member	2019-20
Climate Committee Member	2019-20
Schuessler Award Committee Member	2018-19
Library Coordinator	2018-19, 2025 (Spring)
Social Action Award Committee Chair	2025 (Spring)
F100 Personnel Subcommittee	2024-25

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Sociologists for Women in Society
The Society for the Study of Social Problems

CONSULTING AND NON-ACADEMIC WORK

Building a Thriving Compassionate Community, <i>Bloomington, IN</i>	2020-2021
Consultant: Assisted with the development of unconscious bias training to be conducted with business and government agencies in Indiana. Currently evaluating the efficacy of bias training.	
Coda.io, Mountainview, CA	2024-2025
Consultant: Assisted with analysis of personnel surveys and data.	