

# 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 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., and Tiffany D. Johnson. "How White Workers Navigate Racial Difference in the Workplace." *Revise and resubmit*.

Nelson, Jennifer L., and Rachel Fish. "Racial Context and Perceptions of Workplace Discrimination." *Under review*.

- 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." *Under review*.

Nelson, Jennifer L., Joonkil Ahn, and Karen A. Hegtvedt. "Teachers' perceptions of principal versus assistant principals' leadership." *Under review*.

Nelson, Jennifer L., Beth A. Bechky, and Anne-Laure Fayard. "Social Designations of Space and Occupational Community." *In preparation*.

Nelson, Jennifer L. "Stewarding Expertise: How technical service professionals in an academic library manage technological change from the inside out." *In preparation*.

### **RESEARCH IN PROGRESS**

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. "Organizational and Occupational Change: The Case of Academic Librarianship." *Data collection 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**

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. That's a Big Concern.](#) *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

- |               |   |
|---------------|---|
| 2022          | Hardie Faculty Fellow, Bureau of Education Research, UIUC (\$20,000)  |
| 2021          | List of Teachers Ranked as Excellent by Their Students, University of Illinois, Spring 2021   |
| 2021          | Campus Research Board grant, Hiring under constraint: How school administrators perceive and respond to centralized screening by the district (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 <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<br>Woodruff Fellowship, Emory University   |
| 2010-2011     | Mississippi Institutions of Higher Learning Research Fellow (±\$2,000)  |
| 2010          | Academic Achievement Award, University of Mississippi<br>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

- "Navigating Cascade of Change: The Case of an Academic Library."
- *Upcoming*. 2023. The Davis Conference on Qualitative Research. 25 March.
- "Racial Context and Perceptions of Workplace Discrimination."
- 2022. Labor and Employment Relations Seminar. 6 October.

- 2022. Race and Organizations Working Group. Virtual. 5 October.
  - 2022. Harvard Graduate School of Education seminar. Virtual. 28 November.
2021. “Racialized Belonging at Work: Explaining Nonsymmetrical Effects of Racial Diversity.” Qualitative Research Workshop. New York University Stern School of Business. March 3. (Virtual)
2020. “The Potential and Pitfalls of Hallways as Relational Space: Evidence from School Workplaces.” With Beth Bechky and Anne-Laure Fayard. American Sociological Association (ASA). Thematic Paper Session “Dignity and Meaning at Work.” August 8. San Francisco, CA. (Virtual, cancelled)
- 2017-2020. “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. Invited talk. May 5, 2017. Cambridge, MA.
  - University of Massachusetts-Amherst, Department of Sociology and School of Public Policy. Nov. 27, 2017. Amherst, MA.
  - Harvard Graduate School of Education. Dec. 11, 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

“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.

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

- *Upcoming*. 2023. American Educational Research Association (AERA) Conference Roundtable, Organizational Theory SIG.
- 2022. Academy of Management (AOM) symposium, sponsored by the HR Division. 8 Aug.
- 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.

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

“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)
- 2022. 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. April 28.
- 2022. ASA. Paper session, Occupations and Professions: Fairness, Diversity, Inequality. 8 Aug.
- 2021. University Council for Educational Administration (UCEA) Paper Session, 2021. (\*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. August 8.
- 2022. AERA Division A Roundtable session. 8 April, 2021. (Virtual)

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

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

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

- Economic Sociology Conference. Georgetown University. Oct. 20, 2017. Washington, DC.
- ASA Paper Session: Social Networks. August 11, 2018. Philadelphia, PA.
- Sociology of Education Association (SEA). February 23, 2019. Pacific Grove, CA.
- Association for Education Finance and Policy (AEFP). March 22, 2019. Kansas City, MO.
- AERA. Division A paper session. April 5, 2019. 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. Mar. 21. (\*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. February 24. Philadelphia, PA.

“Teacher Empowerment through Coworker Support in the Classroom.”

- 2017. SEA Conference. February 26. 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. Aug. 22. 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, 2014. 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. February 22. Pacific Grove, CA.
- 2014. Chicago Ethnography Conference. Northwestern University. Mar. 15, 2014. 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. August 17, 2014. San Francisco, CA.
- 2013. Poster session, SEA Conference. Feb. 23. Pacific Grove, CA.
- 2013. Paper session, SSS Annual Conference. Apr. 24. Atlanta, GA.
- 2013. Paper session. AERA Conference. Apr. 27. San Francisco, CA.

## **TEACHING EXPERIENCE**

### Courses Taught (sole instructor)

#### *University of Illinois*

2020-2022            Organizational Theory for Educational Leaders (EPOL 544) – Fall (3x)  
                          Diversity, Leadership, and Policy (EPOL 531) – Fall, Spring, Summer  
                          Education and Stratification (EPOL 557) – Spring 2023

#### *Emory University*

2017                    Sociology of Work: The 21<sup>st</sup> Century Workplace  
 2014                    Sociology of Education  
 2013                    Introduction to General Sociology  
 2008-2011            10th grade English, public school district in the Southeastern U.S.

## **PROFESSIONAL SERVICE**

### *Departmental/College level*

2020-present        Advisor to EdD students in Educational Administration and Leadership (EAL):  
                          Anthony Reibel (co-chair), Samantha Williams, Anthony Medina, Dillin  
                          Randolph; Committee member for Diversity and Equity student Alyssa Carroll  
                          and HRD student Kimberly Otchere  
 2020-present        EAL website updater and area course schedule co-planner  
 2020-2021            College Research Committee, College of Education, UIUC  
 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*

*Nelson*

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
<i>Service to the Profession</i>	
2022-2025	Editorial board, <i>Work and Occupations</i>
2023	Reviewer, National Science Foundation
2022	Member, Organizations, Occupations, and Work (OOW) Kanter Distinguished Career Award Committee
2022	Subject Matter Expert (SME) consultant on proposed project by RTI International to support IES (NCER and NCSE) training programs
2020-2022	Sociology of Education Association Board Member
2020-2022	Reviewer, AERA conference submissions, Division A
2021	Sociology of Education Association mentor to Hilary Tackie
2014-present	Ad-hoc reviewer, <i>American Journal of Sociology</i> , <i>American Sociological Review</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 &amp; Society</i> , <i>Research in the Sociology of Work</i> , <i>Social Problems</i> , <i>Social Science Research</i> , <i>Sociology Compass</i> , <i>Sociology of Education</i> , <i>Work and Occupations</i>
2019	Organizer, Roundtable session for OOW (ASA)
2016-2017	Graduate Student Representative, Sociology of Education Association (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)

- Sections: OOW; Economic Sociology; Education; Social Psychology

Academy of Management (AOM)

- Division memberships: Organization and Management Theory; Organizational Behavior; Gender and Diversity in Organizations; Public and Nonprofit

American Educational Research Association (AERA)

- Division A (Administration), Organization Theory SIG

Sociology of Education Association (SEA)