

January 2023

CURRICULUM VITAE

Reginald Anthony Byron

Sociology and Criminology Department
University of Denver
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EMPLOYMENT

- 2022 – Founding Director, Critical Race and Ethnic Studies Program,
University of Denver
- 2022 – Associate Professor of Sociology (with tenure), Sociology and
Criminology Department, University of Denver
- 2022 Herman Brown Endowed Chair (declined), Southwestern University
- 2021 – 2022 Professor of Sociology (with full tenure), Sociology and Anthropology
Department, Southwestern University
- 2021 – 2022 Chair, Awards and Honors (*Awards All Internal Funding*) Committee,
Southwestern University
- 2016 – 2019 Chair, Sociology & Anthropology Department, Southwestern University
- 2015 – 2021 Associate Professor of Sociology (with tenure), Sociology and
Anthropology Department, Southwestern University
- 2013 – 2022 Faculty Affiliate – Race and Ethnicity Studies
Minor; Data Science Minor, Southwestern University
- 2009 – 2015 Assistant Professor of Sociology, Sociology and Anthropology
Department, Southwestern University

EDUCATION

- 2009 PhD. Sociology, The Ohio State University
Dissertation Title: *Disposable Workers: Race, Gender, and Firing Discrimination*
- 2005 M.A. Sociology, The Ohio State University
- 2003 M.A. Psychology, State University of New York at Buffalo
- 2000 B.A. Psychology, State University of New York at Geneseo
- 1996 New York Regents Diploma, First Honors, Cardinal Spellman High School

PROFESSIONAL LEADERSHIP, EDITORIAL BOARDS, PUBLIC SOCIOLOGY

- 2023 Program Reviewer, Critical Race and Ethnic Studies at the University of Vermont
- 2022 – *Abt Associates* Consultant for ‘Employment Processes as Barriers to
Employment in the Lower-Wage Labor Market’ report commissioned
by the U.S. Department of Health and Human Services, Administration
for Children and Families
- 2022 – Editorial Board, *Socius*
- 2021 – *ALM First Financial Advisors* Diversity and Inclusion Consultant
- 2021-2022 *Pease Park Conservancy* (PPC) Board of Directors, Austin, TX
Justice, Equity, Diversity, and Inclusion Chair (PPC)

- 2018 National Science Foundation Grant Proposal Reviewer, Alexandria, VA
2017-2019 Editorial Board, *Contexts*
2015-2019 Editorial Board, *Social Currents*
2015-2018 Editorial Board, *Work and Occupations*

EXTERNAL GRANTS

- 2017 Co-Author/Co-Facilitator; ACS FOCUS (Faculty of Color Uniting for Success); *Associated Colleges of the South* Grant- \$20,790; plus \$2,000 seed
2016 – 2021 Co-Author/Co-Director, “Creating a Shared Culture of Inclusive Pedagogy” *Andrew Mellon Foundation* Institutional Grant \$500,000
2016 Principal Investigator for “Discriminatory Race and Gender Termination from Low Wage Work” *American Sociological Association’s Fund for the Advancement of the Discipline*, \$6,784
2015 Principal Investigator for “Low Wage Work and Discriminatory Dismissals” *Sam Taylor Foundation Fellowship: The General Board of Higher Education and Ministry*, \$2,000

AWARDS AND HONORS

- 2022 Southwestern’s Paul Secord Service Award (for supporting students of color)
2022 Southwestern’s Theta Chapter, Phi Beta Kappa Honorary Faculty Inductee
2020 Southwestern University’s Tenured Faculty Teaching Award Nominee
2019 Southwestern University’s Purdy Tenured Faculty Research Award Nominee
2018 Southwestern University’s Garey Senior Sabbatical Award for Fall 2019
2016 Southwestern University’s Tenured Faculty Teaching Award Nominee
2016 Southwestern University’s Purdy Tenured Faculty Research Award Nominee
2015 Certificate of Appreciation, Southwestern University’s Football Team
2014 Southwestern University’s Untenured Faculty Teaching Award Finalist
2013 Southwestern University’s Untenured Faculty Sabbatical Award for Fall 2014
2011 Southwestern University’s London Semester Teaching Faculty for Fall 2013
2011 Southwestern University’s Untenured Faculty Teaching Award Nominee
2009 Teaching Excellence Award, Sociology, The Ohio State University
2008 Outstanding Doctoral Student Award, Sociology, The Ohio State University
2008 Ohio State’s Graduate Associate Teaching Award (GATA) Nominee
2008 *1st Place Paper and Presentation*, Edward F. Hayes Graduate Research Forum, Business Division, The Ohio State University, for paper entitled “Stereotypes and the Bottom Line: Learning Lessons from Gender Based Firing Discrimination Cases” \$850.
2006-07 *Top 10 Placement*, Edward F. Hayes Graduate Research Forum, Ohio State
2006 Honorable Mention, Association of Black Sociologists, Graduate Student Paper Competition
2005 Honorable Mention, The National Academies-Ford Predoctoral Fellowship
1996-00 Dean’s List, SUNY Geneseo

TEACHING EXPERIENCE

Southwestern University (a rotation of 8 independent courses)

- Social Problems; Sociology of Work; Research Methods; Sociological Theory; Criminology; Sociology of Globalization; First Year Seminar: Race, Violence, and the State; Paideia Seminar: Life After the Covid-19 Pandemic
- Sociology of Popular Music - *Vicente Villa Summer Scholars Program*

Ohio State University (a rotation of 2 independent courses)

- Social Problems; Contemporary World Societies
- Introduction to Psychology - *Young Scholars Summer Program*

SUNY at Buffalo (3 independent courses)

- Introduction to Psychology; Social Psychology; Clinical Psychology

SUNY at Geneseo

- Teaching Assistant for Advanced Research Methods & Statistics (undergraduate)

AREAS OF RESEARCH

Race and Gender Stratification; Quantitative/ Qualitative Methods; Inequality in Employment, Higher Education, Public Accommodations, and the Race/Crime Nexus

METHODOLOGICAL EXPERIENCE

In-Depth Interviewing; Textual Content Analysis; Linear, Logistic, Ordinal, Multinomial, and Poisson Regression; Event History Modeling; Hierarchical Linear Modeling

MANUSCRIPTS/GRANTS IN PREPARATION [****denotes undergraduate student**]

Principal Investigator for “Broadening the Reach, Policy Implications of the Philadelphia Obituary Project.” (with Margie Fishman and Albert Stumm of the Philadelphia Obituary Project) \$140,000 request

Principal Investigator for “Weaponizing the State: Race and Reactive Calls to the Police in Retail Stores Across Four U.S. Cities” (Lead Principal Investigator with Rachel Lautenschlager) Target Funder: **Russell Sage**

Byron, Reginald A. and Vincent J. Roscigno. “Organizational Legitimation of Race and Sex-Based Employment Discrimination Across Eight U.S. States (1999-2018)” Target Journal: **American Sociological Review**

Byron, Reginald A., Madeline Carrola**, Deidra McCall**, Veronica Ciotti**, Brielle Read**, Bethany Lewis**, Molly McConnell**, and Zac White**. “Employment Discrimination Claims and Mental Health Outcomes” Target Journal: **Social Problems**

PEER-REVIEWED RESEARCH PUBLICATIONS [** undergraduate co-author]Book

Forth. **Byron, Reginald A.** and Vincent J. Roscigno. Chains of Discrimination: Race, Gender, and the Persistence of Employment Inequality *Under Contract (ASA Rose Series, Russell Sage)*

Articles and Chapters

- 2023 **Byron, Reginald A.** “Race and Perceptions of Public Accommodations Inequality Both Before and During the Covid-19 Pandemic.” Forthcoming at *Contexts; Spring Edition 22(2)*
- 2022 **Byron, Reginald A.** “Organizational Directives and the Persistence of Racial Discrimination in U.S. Public Accommodations” *Sociology of Race and Ethnicity* <https://journals.sagepub.com/doi/10.1177/23326492221138224>
- 2021 Lowe, Maria, **Reginald A. Byron**, Holly O’Hara**, and Dakota Cortez**. Neutralized Hegemonic Banter: The Persistence of Sexist and Racist Joking Among Undergraduate Students. *Sociological Inquiry* 91(1): 181-206.
- 2020 **Byron, Reginald A.** [Neighborhood Context, Racial/Economic Privilege, and Prominent U.S. Newspaper Coverage of Home Invasion Crime.](#) *Journal of Criminal Justice and Popular Culture* 20(1): 6-27.
- 2019 **Byron, Reginald A.** and Vincent J. Roscigno. Bureaucracy, Discrimination, and the Racialized Character of Organizational Life. *Research in the Sociology of Organizations: Race, Organizations, and the Organizing Process* 60: 151-169.
- 2018 **Byron, Reginald A.**, William S. Molidor** and Andrew Cantu**. U.S. Newspapers’ Portrayals of Home Invasion Crime. *The Howard Journal of Crime and Justice* 57(2): 250-277.
- 2017 **Byron, Reginald A.**, Maria R. Lowe, Brianna Billingsley**, and Nathan Tuttle**. “Performativity Double Standards and the Sexual Orientation Climate at a Southern Liberal Arts University.” *Journal of Homosexuality* 64(5): 671-696.
- 2015 Krivo, Laurie J., **Reginald A. Byron**, Catherine A. Calder, Ruth D. Peterson, Christopher R. Browning, Mei-Po Kwan, and Jae Yong Lee. “Patterns of Local Segregation: Do they Matter for Neighborhood Crime?” *Social Science Research* 58: 303-318.
- 2014 Lowe, Maria R., **Reginald A. Byron**, and Susan Mennicke. “The Racialized Impact of Study Abroad on Students’ Subsequent Interracial Interactions.” *Education Research International* vol. 2014, Article ID 232687, 9 pages <http://www.hindawi.com/journals/edri/2014/232687/>

- 2014 **Byron, Reginald A.** and Vincent Roscigno. “Relational Power, Legitimation, and Pregnancy Discrimination.” *Gender & Society* 28(3): 435-462.
- Media – [Gender & Society Blog](#), [Mother Jones](#), [Psychology Today](#), [The Society Pages](#), [Daily Worth](#)
- 2013 Lowe, Maria R., **Reginald A. Byron**, Griffin Ferry** and Melissa Garcia**. “Food for Thought: Frequent Interracial Dining as a Predictor of Students’ Racial Climate Perceptions.” *The Journal of Higher Education* 84(4): 569-600.
- Lowe and Byron are co-lead authors**
- Media - [Inside Higher Ed](#)
- 2012 Roscigno, Vincent J., Lisa M. Williams, and **Reginald A. Byron**. “Workplace Racial Discrimination and Middle Class Vulnerability.” *American Behavioral Scientist* 56(5): 696-710.
- 2010 **Byron, Reginald A.** “Discrimination, Complexity, and the Public/Private Sector Question.” *Work and Occupations* 37(4): 435-475.
- 2010 Browning, Christopher R., **Reginald A. Byron**, Catherine A. Calder, Lauren J. Krivo, Mei-Po Kwan, Jae Yong Lee, and Ruth D. Peterson. “Commercial Density, Residential Concentration, and Crime: Land Use Patterns and Violence in Neighborhood Context.” *Journal of Research in Crime and Delinquency* 47(3): 329-357.
- Media - [United Press International](#), [One India News](#), and [Columbus Dispatch](#)
- 2007 Roscigno, Vincent, Sherry Mong, **Reginald Byron**, and Griff Tester. “Age Discrimination, Social Closure and Employment.” *Social Forces* 86(1): 313-334.
- Featured - [Chicago Tribune](#), [Baltimore Sun](#), and [Columbus Dispatch](#)
 - Featured – American Sociological Association [Amicus Brief to the Supreme Court](#)
- 2007 Roscigno, Vincent, Lisette Garcia, Sherry Mong, and **Reginald Byron**. “Racial Discrimination at Work: It’s Occurrence, Dimensions, and Consequences.” *Research in Race and Ethnic Relations* 14: 111-135.
- 2007 **Byron, Reginald**, and Vincent Roscigno. “Discrimination in Public and Private Economic Sectors” Pp. 89-101. *The Face of Discrimination: How Race and Sex Impact Work and Home Lives*. Rowman & Littlefield.

Non-Peer Reviewed Invited Book Reviews

- 2021 **Byron, Reginald A.** Review of *Should schools be colorblind?* by Laurie Cooper Stoll. *Social Forces* 99(3): e1.
- 2018 **Byron, Reginald A.** Review of *Hard Work is Not Enough: Gender and Racial Inequality in an Urban Workspace* by Katrinell M. Davis. *American Journal of Sociology* 123 (5): 1500-1501.

- 2015 **Byron, Reginald A.** Review of *The Color Bind: Talking (and Not Talking) about Race at Work* by Erica Gabrielle Foldy and Tamara R. Buckley. *Work and Occupations* 42(3): 381-383.

PEER-REVIEWED TEACHING PUBLICATIONS

- 2020 **Byron, Reginald A.** “Teaching Criminology During a Pandemic.” [Class Assignment](#) in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association.
 ▪ Featured – [ASA Member News and Notes \(December 2020\)](#)
- 2017 **Byron, Reginald A.** “Teaching about Police Violence with Open Source Police Shootings Data and Census Data.” [Class Assignment](#) published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association.
 ▪ Featured – [ASA Resources on Race, Police Violence, and Justice](#)
- 2015 **Byron, Reginald A.** “Teaching the Sociological Imagination with SAT Data.” [Class Activity](#) published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association.
- 2013 **Byron, Reginald A.** “Teaching Tokenism with Occupational Sex Segregation Data.” [Class Activity](#) published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association.
- 2012 **Byron, Reginald A.** “Sexuality and Cultural Values.” [Class Activity](#) published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association.

INTERNAL GRANTS

- 2020 Research Assistant Award (Southwestern University) “Skin Tone Bias and Fatal Police Shootings” ≈\$800.
- 2019 Faculty-Student Projects Grant (Southwestern University) “The Relational Character of Race Based Public Accommodations Discrimination” \$9,712.
- 2018 Herbert Allen Research Assistants Program, Fall Semester Funds ≈\$1,200.
- 2016 Faculty-Student Projects Grant (Southwestern University; Co-principal investigator w/Maria Lowe) “SU Talk: The Campus Climate of a Southern Liberal Arts University- A Follow Up Study” \$15,540.
- 2015 Faculty-Student Projects Grant (Southwestern University) “Uncovering the Processes of Employment Discrimination across 10 US States” \$4,166.
- 2015 Competitive Faculty Development Grant (Southwestern University; Co-principal investigator w/ Maria Lowe) “SU in 5D: Assessing Five Dimensions of the Campus Climate” \$9,855.
- 2014 Competitive Professional Development Grant (Southwestern University) “The Grid Iron in the Ivory Tower: A Follow Up.” \$1,350.

- 2013 Faculty-Student Projects Grant (Southwestern University; Co-principal investigator w/ Maria Lowe) “The Grid Iron in the Ivory Tower: Division III Football’s Effect on a Southern University’s Campus Climate” \$18,777.
- 2012 Faculty-Student Projects Grant (Southwestern University) “Newspaper Portrayals of Home Invasion Robbery across Fifteen U.S. Cities” \$4,737.
- 2011 Competitive Professional Development Grant (Southwestern University) “The Price of Pregnancy: Ongoing Obstacles for Pregnant Workers.” \$2,097.
- 2011 Faculty-Student Projects Grant (Southwestern University) “What Can Newspaper Articles Tell Us about Home Invasion Robberies?” \$2,180.
- 2011 Integrated Scholarly Community Grant (Co-principal investigator w/ Maria Lowe and Sue Mennicke). “What Happens When the ‘Global Citizen’ Returns? The Impact of Study Abroad on How Students View Racial Diversity at their Home Institution.” \$8,759.
- 2010 Integrated Scholarly Community Grant (Co-principal investigator w/ Maria Lowe). “Racing the Academy: A Baseline Assessment of How Students View the Racial Climate at Southwestern.” \$13,584.
- 2009 AGEP-SBES Graduate Student Research Grant, College of Social and Behavioral Sciences, Ohio State University, \$500.
- 2008 AGEP-SBES Graduate Student Research Grant, College of Social and Behavioral Sciences, Ohio State University, \$600.
- 2005 Summer Publishing Fellowship, Department of Sociology, The Ohio State University. \$3,500.
- 2003 Graduate Enrichment Fellowship, Ohio State University, \$14,700.
- 2000 Graduate Scholarship, University at Buffalo, \$1,000.

OTHER MEDIA INTERVIEWS

- 2023 Designing a Critical Race and Ethnic Studies Major
<https://liberalarts.du.edu/news-events/all-articles/designing-critical-race-and-ethnic-studies-major>
- 2022 Southwestern’s First Fully Tenured Black Faculty Member
<https://www.southwestern.edu/live/news/15127-southwesterns-first-fully-tenured-black-faculty>
- 2021 Efficacy of Anti-Bias Trainings (CNBC- Grow) <https://grow.acorns.com/do-anti-bias-workplace-trainings-work/>
- 2014 Texas After Violence <http://texasafterviolence.blogspot.com/2014/04/first-person-professor-reginald-byron.html>

PROFESSIONAL PAPER PRESENTATIONS [**** denotes undergraduate co-author**]

- 2023 “The Manifestation of Contemporary Racialized Police Communication and the Limits of CAREN Acts” Paper to be presented at the Law and Society Association Annual Meetings, Puerto Rico (June).

- 2023 “Racialized Police Communications Within Urban Public Accommodations” Paper to be presented at the Urban Affairs Association Annual Meetings, Nashville, TN (April).
- 2023 “Race Based Public Accommodations Discrimination and Calls to the Police” Paper to be presented at the Southern Sociological Society Meetings, Myrtle Beach, SC (March).
- 2022 “Disparate Impact Policies and the Persistence of Workplace Discrimination” Paper presented at the Law and Society Association Annual Meetings, Lisbon, Portugal (July).
- 2021 “Get Rid of that Ghetto Element”: Race, Gender, Work Sector and Employers’ Ideal Worker Pursuits” Paper presented at the Annual Meetings of the American Sociological Association (Virtual).
- 2020 “Neighborhood Racial/Ethnic Context and Newspaper Portrayals of Home Invasion Crime” Annual Meetings of the American Sociological Association, San Francisco, CA (August). **Canceled in-person meetings due to Covid-19 pandemic*
- 2020 “Legal Exceptions to Civil Rights Protection and the Persistence of Workplace Discrimination” Law and Society Association Annual Meetings, Denver, CO (May). **Canceled in-person meetings due to Covid-19 pandemic*
- 2019 “Neighborhood Context, Race, and U.S. Newspaper Coverage of Home Invasion Crime” Paper presented at the Annual Meetings of the International Criminology Conference of the Policy Studies Organization, Washington, DC (October).
- 2019 “Workplace Discrimination and the Racialized Character of Organizations.” (w/ Vincent Roscigno) Paper presented at the Annual Meetings of the American Sociological Association, New York, NY (August).
- 2019 “The Uneven Effects of Legal Representation on Employment Discrimination Charge Outcomes.” (w/ Vincent Roscigno) Paper presented at the Law and Society Association Annual Meetings, Washington, DC (May).
- 2018 “Colorblindness, Race, and Public Accommodations Discrimination” Paper presented at the Race, Ethnicity, and Place IX Conference, Austin, TX (October).

- 2018 “Race and Public Accommodations Discrimination in an Era of Colorblindness” Paper presented at the Annual Meetings of the American Sociological Association, Philadelphia, PA (August).
- 2018 “Bureaucratic Legitimation, Discrimination, and the Racialized Character of Organizational Life” (w/ Vincent Roscigno) Paper presented at the Southern Sociological Society Meetings, New Orleans, LA (April).
- 2017 “Neutralizing the Harm of Sexist and Racist Jokes Among Undergraduate Students” (w/ Maria Lowe, Holly O’Hara**, Dakota Cortez**) Paper presented at the Annual Meeting of the American Sociological Association, Montreal, Canada (August).
- 2017 “Employment Discrimination Activism and Intergenerational Change” Paper presented at the Centre for Education for Racial Equality in Scotland (CERES) International Conference, Edinburgh, Scotland (June).
- 2017 “Bureaucratic Neutrality, Employment and Race, Sex, and Age Discrimination” (w/ Vincent Roscigno) Paper presented at the Law and Society Annual Meeting, Mexico City, Mexico (June).
- 2017 “Sexual Assault, Zero Tolerance Policies, and the Gender Climate at a Liberal Arts University” (w/ Maria Lowe, Holly O’Hara**, Dakota Cortez**) Paper presented at the Annual Meeting of the Southern Sociological Society, Greenville, SC (April).
- 2016 “The Paradox of Colorblindness: Undergraduate Students’ Selective Perceptions about Race and Racial Diversity” (w/ Maria Lowe, Nathan Tuttle** and Brianna Billingsley**) Paper presented at the Annual Meeting of the American Sociological Association, Seattle, WA (August).
- 2015 “The Specter of Gendered Aggression: Predicting Students’ Level of Comfort at Campus Parties” (w/Maria Lowe) Paper presented at the Annual Meeting of the American Sociological Association, Chicago, IL (August).
- 2015 “From Boston to Belfast: The Rhetoric of Racism in Employment Discrimination Cases in the U.S. and the UK.” Paper presented at the Centre for Education for Racial Equality in Scotland (CERES) International Conference, Edinburgh, Scotland (June).
- 2014 “Performativity Double Standards and the Sexual Orientation Climate at a Southern Liberal Arts University” Paper presented at the Annual Meeting of the American Sociological Association, San Francisco, CA (August).

- 2014 "On a Normal Day, Zero to One Times": Predicting the Frequency with Which Students Think about Their Race at a Predominantly White Southern University" (w/ Maria Lowe, Brianna Billingsley** and Nathan Tuttle**) Paper presented at the Annual Meeting of the Southern Sociological Society, Charlotte, NC (April).
- 2013 "Relational Power, Legitimation, and Pregnancy Discrimination" (w/Vincent Roscigno) Paper presented at the Annual Meeting of the Society for the Advancement of Socio-Economics, Milan, Italy, June.
- 2012 "Newspaper Portrayals of Home Invasion Robbery Across *Fifteen* U.S. Cities" (w/ Will Molidor** and Andrew Cantu**) Paper presented at the Annual Meeting of the American Sociological Association, Denver, CO, August.
- 2012 "What Do Newspapers Tell Us About Home Invasion Robbery?" (w/ Will Molidor** and Andrew Cantu**) Paper presented at the Annual Meeting of the Southern Sociological Society, New Orleans, LA, March.
- 2012 "Beyond Attitudinal Change: Fostering Students' Interracial Interaction after Studying Abroad." (w/ Maria R. Lowe and Susan E. Mennicke) Paper presented at the Annual Meeting of the Southern Sociological Society, New Orleans, LA, March.
- 2011 "Racially Invisible Yet Invisibly Racial: White University Students' Conflicting Perspectives on Race and the Value of Racial/Ethnic Diversity." (w/ Maria R. Lowe, Melissa J. Garcia**, and Griffin Ferry**). Paper presented at the Annual Meeting of the American Sociological Association. Las Vegas, NV, August.
- 2011 "Food for Thought: The Importance of Race and Frequent Interracial Dining Experiences on Students' Perceptions of the Racial Climate on Campus." (w/ Maria Lowe, Griffin Ferry**, and Melissa Garcia**). Paper presented at the Annual Meeting of the American Sociological Association. Las Vegas, NV, August.
- 2011 "Incivility in the Workplace: Sexual Harassment, General Harassment, and the Retaliatory Link." (w/ Victoria A. Dominguez**). Paper presented at the Annual Meeting of the Southern Sociological Society, Jacksonville, FL, April.
- 2009 "Race, Gender, and Firing Discrimination." Annual Meeting of the American Sociological Association, San Francisco, CA, August.

- 2008 “Tricks of the Trade: Understanding the Dynamics of Contemporary Race Based Firing Discrimination in the Private Sector.” Paper presented at the Annual Meeting of the American Sociological Association, Boston, MA, August.
- 2007 “From Group Status to Structural Conditions: Evaluating the Factors in the Hazard Rate of Employment Discrimination Claims.” Paper presented at the Annual Meeting of the American Sociological Association, New York, NY, August.
- 2007 “Patterns of Local Segregation: Do They Matter for Crime?” (w/ Lauren Krivo, Catherine Calder, and Mei-Po Kwan). Paper presented at the Annual Meeting of the Population Association of America, New York, NY, March.
- 2006 “The Intersection of Gender and Race: An Exploration of Unfair Treatment against Women in Protective Service Occupations.” Paper presented at the Annual Meeting of the American Sociological Association, Montreal, QC, August.
- 2006 “Racial Discrimination at Work: Its Occurrences, Dimensions & Consequences.” (w/ Vincent Roscigno, Lisette Garcia and Sherry Mong). Paper presented at the Annual Meeting of the Southern Sociological Society, New Orleans, LA, March.
- 2005 “Beyond Residuals: Public and Private Sector Discrimination and Work’s Revolving Door.” Paper presented at the Annual Meeting of the Southern Sociological Society, Charlotte, NC, April.
- 2004 “Community Capacity Complexities: The Case of a Gentrifying Neighborhood.” (w/ Diana Karafin and Amanda Ripke) Paper presented at the Annual Meeting of the American Sociological Association, San Francisco, CA, August.

INVITED PRESENTATIONS

- 2022 Intersectionality and Contemporary Public Accommodations Discrimination, Southwestern University, Georgetown, TX, *Dream Week* Programming
- 2021 *ALM First Financial Advisors* “The Challenges and Possibilities of Diversifying the Finance Industry”, Dallas, TX (August 27).
- 2021 Alumni Virtual Panel *Teaching in the Liberal Arts*, Ohio State (July 28).

- 2020 “Using Civil Rights Data to Understand Race and Gender Discrimination” Society, Culture, and Thought Speaker Series, Bennington College, VT (April 13-14). **Canceled due to Covid-19 pandemic*
- 2018 Guest Lecturer for *Educational Research & Design*, Invited by Dr. Elaine Horwitz, University of Texas-Austin, College of Education (October 11).
- 2017 “Implicit Bias, Microaggressions, and the March Toward More Inclusive Pedagogies”, State University of New York at Geneseo, (April 27-29).
- 2016 “Quantitative and Qualitative Analyses of Employment Discrimination Charge Data”, EEODataNet Conference, EEOC, Washington, DC, June.
- 2016 “Addressing Microaggressions and Building an Inclusive Classroom”, HHMI Inquiry Initiative, *Transforming Stem Pedagogy Through Active Learning* Conference, Southwestern University, Georgetown, TX, June.
- 2015 “Organizational Legitimation of Sex Discrimination” Paper presented at the Annual Meeting of the American Sociological Association, Chicago, IL, August.
- 2015 “U.S. Race-Based Employment and Housing Discrimination and the Post-Racial Fallacy” Race and Ethnicity Studies Symposium, Southwestern University, TX (January 22).
- 2011 “The Importance of Place: Predicting Discrimination Filing across Four States.” Presented at the Racism and Socioeconomic Inequality in Contemporary America Mini-Conference of the Annual Meeting of the Southern Sociological Society, Jacksonville, FL, April.
- 2011 “From Dubois to Obama: Progress and Challenges on the Problem of the Colorline” *Eighth Annual Du Bois Lecturer* for Huston-Tillotson University (February 24).

GRADUATE SCHOOL RESEARCH EXPERIENCE

- 2005-2007 Graduate Research Associate, The Ohio State University, Columbus, OH
Principal Investigators: Dr. Catherine Calder (Statistics), Dr. Mei-Po Kwan (Geography), Drs. Chris Browning, Lauren Krivo, Michael Maltz, and Ruth Peterson (Sociology)
Project Title: “Segregation and Local Crime: An Integrated Spatial Analysis” *Research funded by the National Science Foundation*
- 2004-2005 Graduate Associate, Sociology Research Laboratory, Ohio State
- 2004 Graduate Research Assistant, The Ohio State University, Columbus, OH
Principal Investigator: Dr. Vincent Roscigno
Project Title: “The Ohio Discrimination Project”

- 2002-2003 Graduate Research Assistant, University at Buffalo, Buffalo, NY
Principal Investigator: Dr. Janice Hastrup, Faculty in Psychology
Project Title: “The Assessment of Synergistic Risk”
- 2000 Graduate Research Assistant, University at Buffalo, Buffalo, NY
Principal Investigator: Dr. Jack Meacham, Faculty in Psychology
Project Title: “Multiculturalism in the Classroom”

PROFESSIONAL SERVICE

Current University and Department Service

- 2022- CRES/Political Science Tenured Faculty Search Committee
2022- IRISE/CRES Post-Doctoral Search Committee
2022- Department of Sociology and Criminology Search Committee (2 positions)
2022 Associate Director of Black Community Initiatives Search Committee
2022 IRISE/CRES Bornstein-Gomez and Somoza Rising Scholars Award Committee
2022 Harry S. Truman Scholarship Award Committee
2022 Administrative Assistant to Gender and Women’s Studies and CRES Search Committee
2022- Faculty Mentor for First Generation and Black DU Students (3 students)

Past University Service

- 2021-2022 SUnity Day (first *all campus* community day) Programming Committee, SU
2021 Multicultural Graduation Ceremony Keynote Speaker, SU
2021 Anthropology Search Committee – *Opportunity Hire Process*
2021 Project for Emerging Dialogues Black History Month Panel
2020 Economics Faculty Search Committee, SU *postponed due to Covid-19*
2020 Presidential Search Interview Advisory Group, SU
2020 Math Faculty Search Committee (External Interviewer), SU
2017-2018 Sexual Assault Risk Reduction Committee, SU
2011-2017 Diversity Enrichment Committee, SU
2017-2018 Junior Showcase Saturdays, SU
2017 “The Way Forward” Black History Month Panel, SU
2016 Social Justice Pedagogy Panel – Social Justice Fellows Workshop, SU
2016 Comparing the 2013-2016 Campus Climates Handout – Alumni Council, SU
2016 Applying to Graduate School Panel – Career Services Workshop, SU
2016 Multicultural Graduation Ceremony Keynote Speaker, SU
2016 Viewbook Development Faculty Interviewee, SU
2016 Dead Man Walking Forum Faculty Contact, SU
2016 Creative Works Symposium Poster Judge, SU
2016 Global Engagement Hall Race Discussion Faculty Member, SU
2016 Career Connections BBQ Faculty Representative, SU
2015-2022 E.B.O.N.Y (Black Student Union) Faculty Advisor, SU
2015-2017 Paideia Cluster, *Conflict*
2015-2016 Curriculum Committee, *Governance Committee*, Elected Position, SU

- 2015 Breakthrough Santa Fe Recruitment, Faculty Representative, SU
- 2015 Psychology Faculty Search Committee, SU
- 2015 Road Tripping with Southwestern Video Interviewee, SU
- 2015 Business Faculty Search Committee (External Interviewer), SU
- 2015 Presentation to the Natural Science Faculty on The Gender Climate at SU
- 2015 Presentation on W.E. B. Du Bois for E.B.O.N.Y. - Black History Month, SU
- 2015 Presenter at the Dean's Teacher Scholar Discussion on Inclusive Pedagogies, SU
- 2015 Presentation on the "Post-Racial Fallacy" - Race/Ethnic Studies Symposium, SU
- 2014-2018 SPROG Day Saturday Advising, SU
- 2014 New Faculty Orientation Panel, Fall semester, SU
- 2014 President's Faculty Forum Leader – *The First Year Experience: Advising*, SU
- 2014 Presentation to Student Life Directors on the 2013 Campus Climate Study, SU
- 2014 Presentation to the Board of Trustees on Creative Pedagogy, SU
- 2014 Feminist Studies Brownbag Presentation on Pregnancy Discrimination, SU
- 2014 Business Faculty Search Committee (External Interviewer), SU
- 2013- 2020 Frank E. Luksa Honors Student Award Presenter, SU ('13, '14, '17, '20)
- 2012-2015 Paideia Pilot Cluster, *Global Health*
- 2012-2014 John Shearn Writing Scholarship Committee, SU
- 2012-2013 Economics Faculty Search Committee, SU
- 2012-2013 Gender Equity Task Force, SU
- 2012-2013 HHMI Grant Consultant - Diversifying Science, SU
- 2012 Presentation at Southwestern's Annual Diversity and Inclusion Conference
- 2012-2013 Summer and Fall *Saturday Classes without Quizzes* Lectures, SU
- 2012 Teaching and Research Panel Presenter, SU
- 2011 Alumni and Parent Relations *Be Southwestern* Campaign Committee, SU
- 2011 Nominations Committee, SU
- 2011 Coalition for Diversity and Social Justice Appreciation Awards Panel, SU
- 2011 Quality Enhancement Plan-*Diversity and Social Justice* Proposal Committee, SU
- 2010- 2022 Annual Student Informational Luncheons and Graduation Dinner, Sociology
- 2010-2022 Major Academic Advisor (10-15 undergraduates per semester), SU
- 2010-2013 *Ten* Presentations on Campus about the 2010 Campus Climate Study, SU
- 2010-2013 Teaching Awards Committee, SU
- 2010 Social Sciences Rep.-Quality Enhancement Plan Topic Selection Committee, SU
- 2009-2014 Senior Visit Day Sociology Faculty Representative, SU

Past Departmental Service

- 2010-2018 Senior Oral Finals Faculty Member, Sociology, SU
- 2011-2014 Organizer: Organization of Sociology and Anthropology Interested Students
- 2009-2010 Anthropology Faculty Search Committee, SU
- 2008 Faculty Recruitment Committee, Sociology Graduate Student Association, OSU
- 2004-2005; 2008 Graduate Student Recruitment, Department of Sociology, OSU

Past Significant Student Mentorship

*Faculty Student Projects with Bethany Lewis (SU '16), Deidra McCall (SU '18), Madeline Carrola (SU '19), Brielle Read (SU '19), Veronica Ciotti (SU '19), Zac White (SU '20), Molly McConnell (SU '20), Natalie Owen (SU '20) Camryn Clegg (SU '23) Kamrin Taylor (SU '23)

- 2022 Direct Faculty Mentor, REU Application Process, Kamrin Taylor
- 2021 Direct Faculty Mentor, Graduate School Application Process, Madeline Carrola (Accepted into five Sociology Phd programs with full funding, chose *Ohio State*)
- 2021 Direct Faculty Mentor, Study Abroad Application Process, Lainey Gutierrez
- 2021 Direct Faculty Mentor, Women in Nat'l Security Internship Process, Natalie Owen
- 2020 Direct Faculty Mentor, Graduate School Application Process, Veronica Ciotti
- 2018-2020 External Dissertation Committee Member (Megan Robinson; SU Class of 2013), "Believing its Own Rhetoric: The Impact of Knowledge and Creative Development Accumulation on Racial-Ethnic and Occupational Segregation in Austin, Texas" Sociology PhD granted in 2020 *Vanderbilt University*
- 2020 Academic Internship Advisor, *Key2Free*, Sydney Hubbard
- 2020 Direct Faculty Mentor, Graduate School Application Process, Madison Adams (Accepted at *Texas A&M* Sociology PhD program with full funding)
- 2019 Direct Faculty Mentor, Law School Application Process, Deidra McCall (Accepted into six law school programs, chose *Northwestern Law*)
- 2019 Independent Study Advisor, "Employment Discrimination", Veronica Ciotti
- 2019 Independent Study Advisor, "Home Invasion Crime", Carmen Hernandez
- 2019 Studio Art Honor's Thesis Committee, Sophia Anthony
- 2019 Direct Faculty Mentor, REU Application Process, Zac White (Accepted)
- 2019 Faculty Sponsor, *ASA Honors Program*, Molly McConnell (Accepted)
- 2019 Direct Faculty Mentor, Graduate School Application Process, Lucas Grisham
- 2019 Direct Faculty Mentor, Graduate School Application Process, Mary Jalufka (Accepted at *Texas A&M* Sociology program and one other program)
- 2018 Direct Faculty Mentor, Graduate School Process, Zelly Martin (Accepted at *University of Texas MA* Journalism program)
- 2018 Direct Faculty Mentor, Graduate School Application Process, Rachel Allen (Accepted at *Southern Methodist University's* Clinical Mental Health Counseling Program)
- 2018 Direct Faculty Mentor, Graduate School Application Process, Cadie Allen
- 2018 Direct Faculty Mentor, Graduate School Application Process, Kelly McKeon
- 2017 Direct Faculty Mentor, Graduate School Application Process, Bethany Lewis (Accepted at *Rice University's* Sociology PhD program with full scholarship)
- 2017 Faculty Sponsor, Student Research and Creative Works Symposium – Holly O'Hara; Dakota Cortez
- 2016 Direct Faculty Mentor, Post Baccalaureate Pre-Med Application Process, Nyokabi Kamau (Accepted at *Lake Erie College of Osteopathic Medicine*)
- 2016 Direct Faculty Mentor, Andrew Mellon Undergraduate Fellow Application Process, Deidra McCall (Awarded)
- 2016 Faculty Sponsor, Student Works Symposium - Bethany Lewis; Taylor Braselton

- 2014 Direct Faculty Mentor, Graduate School Application Process, Melissa Garcia (Accepted at the *University of Memphis' Sociology MA program*)
- 2013 Capstone Paper Reviewer: *Brianna Billingsley* (Winner: *1st place AKD paper*)
- 2013 Direct Faculty Mentor, Law School Application Process, Caroline Wright (Accepted at into six law programs, chose *Baylor's School of Law*)
- 2013 Faculty Sponsor, *ASA Honors Program*, Nathan Tuttle (Accepted w/Scholarship)
- 2013 Academic Internship Advisor, *Georgetown JUV Justice Center*, Caroline Wright
- 2012 Faculty Sponsor, Student Works Symposium - Will Molidor; Andrew Cantu
- 2012 Faculty Sponsor, SSS Undergraduate Minority Student Travel Scholarship, Andrew Cantu (Awarded)
- 2012 Academic Internship Advisor, *Lance Armstrong Foundation*, Andrew Cantu
- 2012 Academic Internship Advisor, *Habitat for Humanity*, Victoria Phillips
- 2011 Direct Faculty Mentor, Medical School Application Process, Amanda (Alex) Barnes (Accepted at *Texas Tech's Medical Program*)
- 2011 Academic Internship Advisor, *Williams Elementary School*, Charlotte Law
- 2010 Direct Faculty Mentor, Master's Program Application Process, Victoria Dominguez (Accepted at *University of Texas' Women's & Gender Studies*)

Service to the Profession

- 2022 UC Berkeley School of Journalism, Master's Project Reviewer/Content Advisor, for Bashirah Mack's Film *Spread Thin* (pregnancy discrimination in the workplace)
- 2021 ASA Invited OOW Distinguished Career Award Committee
- 2021 Feedback on UMASS Amherst's Center for Employment Equity's *Pregnancy Discrimination at Work*
- 2020 Feedback on UMASS Amherst's Center for Employment Equity's *U.S. President Joe Biden / Vice President Kamala Harris' White Paper*
- 2020 ASA Invited OOW W. Richard Scott Article Award Committee
- 2020 ASA Invited Panel Organizer – *Discrimination and Demographic Positionalities*
- 2019 Fund for Scientific Research – (FNRS) of Belgium Grant Proposal Reviewer
- 2018, 2019 ASA Task Force on First-Generation/Working Class Sociologists Panel
- 2018 External Tenure Reviewer (Salvatore Restifo; University of Texas – RGV)
- 2018 SSS Panel Organizer (with Steve Boutcher) and Presider - *Innovative Uses of Data in the Study of Workplace Discrimination*
- 2014-2017 ASA Honors Program Advisory Panel
 - 2016 and 2017 Panel Presenter on Applying to Graduate School
- 2012 Presider of ASA Honors Program (Gender) Roundtable
- 2012 Presider of ASA Crime, Organizations, and Inequality Roundtable

Referee Activity

American Sociological Review, Gender & Society, Work and Occupations, Social Problems, Sociology of Race and Ethnicity, Social Currents, Sociological Forum, The Sociological Quarterly, Sociological Focus, Journal of Homosexuality, Contexts, Journal of Policy Analysis and Management, SAGE Book/Textbook Proposal Reviewer (e.g., Work in the 21st Century, Sociological Theory), MIT Press Book Proposal Reviewer (e.g., Ageism: Stereotyping and Prejudice Against the Elderly 2nd edition), SAGE Seeing Social Problems (2nd edition) Reviewer, SAGE Global Problems, Global Solutions Reviewer,

Pearson Education Textbook Reviewer, Pearson Revel Focus Group, Pearson Video Reviewer

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Southern Sociological Society
Law and Society Association
Urban Affairs Association
Alpha Chi Rho National Fraternity
Psi Chi - Psychology National Honor Society
Phi Beta Kappa – Academic National Honor Society

REFERENCES

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