

DEVAH PAGER

Professor

Department of Sociology

Kennedy School of Government

Susan S. and Kenneth L. Wallach Professor at the Radcliffe Institute for Advanced Study

Harvard University

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Education

- 2002 Ph.D., Sociology, University of Wisconsin-Madison
Dissertation: *The Mark of a Criminal Record*
Winner of the American Sociological Association Dissertation Award, 2003
- 1997 M.A., Sociology, Stanford University
- 1996 M.A., Sociology, University of Cape Town, South Africa
- 1993 B.A., Psychology, University of California-Los Angeles
Phi Beta Kappa, Summa Cum Laude, College Honors, UCLA Chancellor's Service Award

Employment

- 2013-present Harvard University
Professor, Department of Sociology
Professor, Kennedy School of Government
Susan S. and Kenneth L. Wallach Professor at the Radcliffe Institute
Director, Multidisciplinary Program in Inequality and Social Policy (since 2014)
- 2012-13 Princeton University
Professor, Department of Sociology
Co-Director, Joint Degree Program in Social Policy (2010-13)
Faculty Associate, Woodrow Wilson School of Public Affairs (2011-13)
Faculty Associate, Office of Population Research (2004-13)
- 2007-12 Princeton University
Associate Professor, Department of Sociology
- 2004-07 Princeton University
Assistant Professor, Department of Sociology
- 2002-04 Northwestern University
Assistant Professor, Department of Sociology
Faculty Fellow, Institute for Policy Research
- 2002-03 Fulbright Scholar, Paris, France
Centre de Recherches Sociologiques sur le Droit et les Institutions Penales

Grants and Fellowships

- 2013-15 Russell Sage Foundation, "Race, Gender, and the Supply-Side Dynamics of Labor Market Placement." \$195,936
- 2006-13 NIH Mentored Scientist Award (K01), "Discrimination in the Lives of Young Disadvantaged Men," \$762,716.

- 2006-13 NSF CAREER Award, "Toward Improving the Conceptualization and Measurement of Discrimination," \$401,000
- 2006-12 WT Grant Scholars Award, "Barriers in the Pathway to Adulthood: The Role of Discrimination in the Lives of Young Disadvantaged Men," \$300,000
- 2005-07 National Institute of Justice, "Investigating Prisoner Reentry: The Impact of Conviction Status on the Employment Prospects of Young Men." (PI, with co-PI Bruce Western), \$275,587
- 2003-06 National Science Foundation, "Discrimination in Low-Wage Labor Markets." (with Bruce Western), \$209,126
- 2004-06 JEHT Foundation, "Employment Discrimination in New York City," (with Bruce Western), \$150,737
- 2005 NSF-Funded Time-Sharing Experiments for the Social Sciences, Special Competition, "Safety Net for Whom? Attitudes about Government Assistance for the Unemployed"
- 2002-03 Fulbright Grant, Paris, France, "The Republican Ideal? Ethnic Minorities and the Criminal Justice System in Contemporary France."
- 2005 NSF-Funded Time-Sharing Experiments for the Social Sciences, "Who Deserves a Helping Hand? Race, Crime, and Public Opinion."
- 2001-02 National Science Foundation, Dissertation Improvement Grant.
- 2001-02 National Institute of Justice, Dissertation Grant
- 2001-02 Soros Foundation/Open Society Institute, "Survey of Milwaukee Employers."
- 2001-02 Joyce Foundation, "The Mark of a Criminal Record."
- 2001-02 University of Wisconsin Dissertation Fellowship
- 1997-01 Jacob K. Javits Fellowship for Ph.D. studies
- 1998-00 Vilas Professional Development Grant for Graduate Studies
- 1999 Public Policy Fellowship from Columbia Teacher's College, June-August
- 1996-97 Stanford University Graduate Fellowship
- 1995-96 Rotary Ambassadorial Scholarship (University of Cape Town, South Africa).

Books

- 2007 *Marked: Race, Crime, and Finding Work in an Era of Mass Incarceration.*
Chicago: University of Chicago Press.
- Book of the Year Award, Association for Humanist Sociology*
- PASS Book of the Year Award, National Council on Crime and Delinquency*
- Selected for: *Noteworthy Books in Industrial Relations and Labor Economics, 2008*

Scholarly Articles and Book Chapters

- 2015 “Race, Self-Selection, and the Job Search Process.” *American Journal of Sociology* 120(4): 1005-1054 (with David Pedulla), lead article.
- 2014 *The Growth of Incarceration in the United States: Exploring the Causes and Consequences*. Washington, DC: National Academy of Science. Contributing author.
- 2013 “Racial Disparities in Job Finding and Offered Wages.” *Journal of Law and Economics*. 56(August):633-689 (with Roland G. Fryer and Jorg Spenkuch).
- 2013 “The "Stickiness" of Race in an Era of Mass Incarceration.” In Lieberman R, Harris F *Beyond Discrimination: Racial Inequality in a Postracist Era*. New York: Russell Sage Press.
- 2012 “Identifying Discrimination at Work: The Use of Field Experiments.” *Journal of Social Issues*. 68(2): 221-227.
- 2011 “Racial Disparities in Job Finding and Offered Wages.” *National Bureau of Economic Research*, NBER Working Paper No. 17462 (with Roland Fryer and Jorg Spenkuch)
- 2011 “Young Disadvantaged Men.” *Annals of the American Academy of Political and Social Science*. 635(1):123-130.
- 2010 “Estimating Risk: Stereotype Amplification and the Perceived Risk of Criminal Victimization.” *Social Psychology Quarterly* 73(1):79-104 (w/ Lincoln Quillian).
- 2009 “Discrimination in a Low Wage Labor Market: A Field Experiment.” *American Sociological Review* 74(5):777-799 (with Bruce Western and Bart Bonikowski).
- Reprinted in:
The Social Construction of Difference. 2010. Tracy Ore (Ed.).
The Rich Get Richer and the Poor Get Prison: A Reader. 2009. Jeffrey Reiman (Ed). New York: Allyn and Bacon.
Inequality and Society: Social Science Perspectives on Social Stratification. 2009. Jeff Manza and Michael Sauder (Eds). New York: W.W. Norton.
- 2009 “Bayesian Bigot? Statistical Discrimination, Stereotypes, and Employer Decision-Making.” *Annals of the American Academy of Political and Social Sciences* 621 (January):70-93(with Diana Karafin).
- 2009 “Sequencing Disadvantage: Barriers to Employment facing Young Black and White Men with Criminal Records.” *Annals of the American Academy of Political and Social Science*, vol 623 (May):195-213 (with Bruce Western and Naomi Sugie)
- 2009 “Field Experiments for Studies of Discrimination.” Pp.38-60 in Eszter Hargittai (Ed), *Research Confidential: Solutions to Problems Most Social Scientists Pretend They Never Have*. Ann Arbor, MI: University of Michigan Press.
- 2008 “The Republican Ideal? Ethnic Minorities and the Criminal Justice System in Contemporary France.” *Punishment and Society* 10(4):375-400.

- 2008 “The Sociology of Discrimination: Racial Discrimination in Employment, Housing, Credit and Consumer Markets. *Annual Review of Sociology* 34:181-209 (with Hana Shepherd)
- 2008 “Blacklisted: Hiring Discrimination in an Era of Mass Incarceration,” in Elijah Anderson (Ed), *Against the Wall: Poor, Young, Black, and Male*, ch.5.
- 2008 “The Dynamics of Discrimination,” in David Harris and Ann Lin (eds), *Colors of Poverty: Why Racial and Ethnic Disparities Persist*. New York: Russell Sage Foundation, pp.21-51.
- 2007 “Two Strikes and You’re Out: The Intensification of Racial and Criminal Stigma,” pp.151-173 in David Weiman, Shawn Bushway, and Michael Stoll (Eds). *Barriers to Reentry? The Labor Market for Released Prisoners in Post-Industrial America*. New York: Russell Sage, 2007.
- 2007 “The Use of Field Experiments for Studies of Employment Discrimination: Contributions, Critiques, and Directions for the Future,” *Annals of the American Academy of Political and Social Sciences* 609: 104-133.
- 2006 “Evidence-Based Public Policy for Successful Prisoner Reentry.” *Crime and Public Policy* 5(3): 501-511.
- 2005 “Walking the Talk: What Employers Say Versus What They Do.” *American Sociological Review* 70(3): 355-380 (with Lincoln Quillian), lead article
- 2005 “Double Jeopardy: Race, Crime, and Getting a Job.” *Wisconsin Law Review* 2005(2):617-660.
- 2005 “Using a Research Article to Facilitate a Deep Structure Understanding of Discrimination.” *Teaching Sociology* 33(4) (with Rebecca Bortd)
- 2004 “Race-Ethnicity, Social Background, and Grade Retention,” in Herbert J. Walberg, Arthur J. Reynolds, and Margaret C. Wang (Eds.) *Can Unlike Students Learn Together? Grade Retention, Tracking, and Grouping*. Greenwich, CT: Information Age Publishing, pp. 97-114 (Robert M. Hauser and Solon S. Simmons)
- 2004 “High School Dropout, Race-Ethnicity, and Social Background from the 1970s to the 1990s,” in Gary Orfield (Ed) *Dropouts in America: Confronting the Graduation Rate Crisis*. Cambridge, MA: Harvard Education Press (Robert M. Hauser and Solon S. Simmons)
- 2003 “The Mark of a Criminal Record.” *American Journal of Sociology* 108(5):937-975, lead article.

Reprinted in:

Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd Ed. 2008. David Grusky (Ed.)

Race and Ethnicity in Society: The Changing Landscape, 2nd Ed. Elizabeth Higginbotham and Margaret Andersen (Eds).

Down to Earth Sociology. 2007. Jim Henslin (Ed.)

Race, Law and Society. 2006. Ian Haney Lopez (Ed.)

Rethinking the Color Line: Readings in Race and Ethnicity. 2006. Charles Gallagher (Ed.)

Sociological Odyssey: Contemporary Readings in Introductory Sociology. 2006. Adler, Peter and Patti Adler (Eds). CA: Thomson Wadsworth.

Crime and Criminal Justice. 2006. William T. Lyons, Jr. (Ed). UK: Ashgate Publishing Limited.

Constructions of Deviance, 5th Edition. 2006. Adler, Peter and Patti Adler (Eds). CA: Wadsworth.

Focus. 2004: 23(2). Institute for Research on Poverty at the University of Wisconsin-Madison.

- 2001 “The Structure of Disadvantage: Individual and Occupational Determinants of the Black-White Wage Gap.” *American Sociological Review*: 66(4):542-567 (with Eric Grodsky).
- 2001 “Black Neighbors, Higher Crime? The Role of Racial Stereotypes in Evaluations of Neighborhood Crime.” *American Journal of Sociology*: 107(3): 717-767 (with Lincoln Quillian)

Reviews and Other Publications:

- 2008 “Emploi: Selon que Vous Serez Blanc ou Pas.” *Alternatives Internationales* 40 (September) (with Bruce Western)
- 2007 “Is Discrimination Still a Problem?” Op-ed for “the Academy Blog,” an initiative of the Annals of the American Academy of Political and Social Science
- 2005 “Race at Work.” Report for New York City Human Rights Commission 50th Anniversary Conference
- 2005 Book review of *Measuring Racial Discrimination*. *Social Forces* 83(4):1780-1781.
- 2004 *Chicago Tribune*, Op-ed (with Jeff Manza) ‘Making Good on the Promise of a “Second Chance.”’ April 12.
- 2003 “Blacks and Ex-Cons Need Not Apply.” *Contexts* 2(4): 58-59.

Awards

- 2012 Early Career Award from the Poverty, Inequality, & Mobility Section of the American Sociological Association
- 2010 Award for Outstanding Teaching and Advising, Princeton Sociology Dept
- 2008 Book of the Year Award, Society for Humanist Sociology, for *Marked*
- 2007 PASS (Prevention for a Safer Society) Award from the National Council on Crime and Delinquency, for *Marked*.
- 2003 American Sociological Association Dissertation of the Year Award
- 2003 Dissertation Award, University of Wisconsin Department of Sociology
- 2002 American Sociological Association Graduate Student Paper Award from the Section on Sociology of Law, for “The Mark of a Criminal Record.”

- 2002 American Sociological Association Graduate Student Paper Award from the Section on Crime, Law, and Deviance, for “The Mark of a Criminal Record.”
- 2002 Genevieve Gorst Herfurth Award for an Outstanding Scholarly Contribution to the Social Sciences, for “The Mark of a Criminal Record.”
- 2001 American Sociological Association Graduate Student Paper Award from the Section on Organizations, Occupations, and Work for, “The Structure of Disadvantage: Individual and Occupational Determinants of the Black-White Wage Gap,” co-authored with Eric Grodsky.
- 1998 Peter New Graduate Student Paper Award for “The Interaction of Structure and Culture in South Africa’s Post-Apartheid Schools: Teachers’ Perspectives.”
- 1998 Distinction, Preliminary Exam in Social Stratification
- 1999 Distinction, Preliminary Exam in Race & Ethnic Studies

Invited Seminars and Presentations

- 2015-16 Radcliffe Institute, September 2015
MIT Conference on Economic Sociology, “luminary speaker,” October 2015
Atlantic Summit on Race and Justice, November 2015
Hutchins Center, November 2015
- 2012-13 Yale University School of Business, September 2012
WZA, Berlin, Germany, October 2012
Sciences Po, Paris, France, November 2012
- 2011-12 Johns Hopkins, Department of Sociology, October 2011
Stanford University, Department of Sociology, November 2011
Harvard University, Social Policy Program, November 2011
University of Wisconsin-Madison, Department of Sociology, May 2011
- 2010-11 Duke, Department of African American Studies, February 2010
University of Minnesota, Life Course Center, February 2010
- 2009-10 Invited conference on “Racial Inequalities in a Post-Racial Society?” Columbia University and the Russell Sage Foundation, May 2010
Invited conference on, “Race, Crime, and the Life Course in the Era of Hyper-Incarceration.” University of Minnesota, February 2010.
Duke, Department of African American Studies, February 2010
Sciences Po. Paris, France, December 2009.
INED. Paris, France, December 2009.
La Halde. Paris, France, December 2009.
SOS Racisme. Paris, France, December 2009.
Rossi Lecture, University of Massachusetts-Amherst. October 2009.
Invited conference on “Race, Criminal Records, and Employment: Legal Practice and Social Science Research.” Cornell University ILR. October 2009.

- Invited conference on “Young Disadvantaged Men: Fathers, Families, Poverty, and Policy.” University of Wisconsin, September 2009.
- 2008-09 Yale, Political Science Department, American Politics Workshop, October 2008
University of Chicago Law School, November 2008
French-American Foundation, October 2008
- 2007-08 Invited conference on “Revising Moynihan,” Harvard University, Sept 2007
University of Wisconsin-Madison, Department of Sociology, October 2007
Columbia University, School of Social Work, January 2008
University of Pennsylvania, Population Center, January 2008
University of Virginia Law School, February 2008
Yeshiva University, February 2008
University of Pittsburgh, Center on Race and Social Problems, March 2008
USC Law School, Center for Law, Economics, and Organization, April 2008
University of Chicago Graduate School of Business, June 2008
- 2006-07 University of Cape Town, Department of Sociology, September 2006
NYU Law School, Hoffinger Colloquium on Criminal Justice, September 2006
Yale Law School, Law, Economics, and Organization Workshop, October 2006
Harvard University, Department of Economics, Labor Seminar, October 2006
Brown University, Dept of Economics, Race and Inequality Workshop, Oct 2006
CUNY Graduate Center, Department of Sociology, October 2006
NYU Center for Advanced Social Science Research, November 2006
UC-Davis, Department of Sociology, May 2007
- 2005-06 Stanford Law School, October 2005
Columbia University, Urbanism and Public Health, October 2005
NAACP Civil Rights Conference, October 2005
University of Minnesota, Department of Sociology, November 2005
Columbia University, Wealth and Inequality Seminar, November 2005
UCLA, Population Center, January 2006
Metropolitan College of New York, January 2006
Princeton University, Office of Population Research, February 2006
University of Pennsylvania, School of Social Policy and Practice, May 2006
Ohio State University, Department of Sociology, May 2006
Cornell University, Department of Sociology, April 2006
MIT, Sloan School of Management, April 2006
University of Pennsylvania (conference on young black men), April 2006
EEOC Regional Meeting, April 2006
New York City Council, Committee on Civil Rights, April 2006
Vera Institute of Justice, June 2006
- 2004-05 University of Pennsylvania, Department of Sociology, April 2005

- University of Maryland, School of Criminal Justice, April 2005
 University of Washington, Department of Sociology, March 2005
 University of Michigan, Department of Sociology, February 2005
 Rutgers University, Department of Sociology, February 2005
 Princeton University, Social Psychology Seminar, January 2005
 Princeton University, Policy Research Institute for the Region, January 2005
- 2002-04 Federal Reserve Bank of Chicago, July 2004
 The *New Legal Realism* Conference, Invited Panel, June 2004
 American Bar Foundation, June 2004
 University of Southern California, Department of Sociology, April 2004
 Institute for Policy Research, Northwestern University, February 2004
 Princeton University, Culture and Inequality Workshop, April 2003
 Duke University, Department of Sociology, October 2003
 Northwestern University, Institute for Research on Poverty, June 2002
 Society for the Advancement of Socio-Economics, invited panel, June 2002
 National Institute of Justice, July 2002
 UC-Berkeley, Department of Sociology, November 2002
 Columbia University, Department of Sociology, November 2002
 Northwestern University, Department of Sociology, November 2002
 Yale University, Department of Sociology, October 2002

Other Invited Presentations

- 2006 “The Measurement of Discrimination.” Working Group on Racial Discrimination, Cape Town, South Africa. December.
- 2006 “The Measurement of Discrimination.” Working Group on Racial Discrimination, Sao Paulo, Brazil. May.
- 2005 “The Measurement of Discrimination.” Working Group on Caste Discrimination, Delhi, India.
- 2005 “Discrimination in Low Wage Labor Markets.” Paper presented at the *New Directions: Research in Social Stratification* conference, Princeton, NJ.
- 2004 “Double Jeopardy: The Politics of Punishment and Its Effects Pre- and Post-Incarceration.” Invited Paper Session on *Public Criminologies*, presented at the American Sociological Association Annual Meetings. San Francisco, CA.
- 2004 “The Republican Ideal? National Minorities and the Criminal Justice System in Contemporary France.” Invited paper presented for the French Interdisciplinary Group. Evanston, IL.
- 2004 “Minorities and the Criminal Justice System.” Invited Lecture for the “Race in America” Lecture Series. Evanston, IL.
- 2004 “Two Strikes and You’re Out: The Intensification of Racial and Criminal Stigma.” Russell Sage Foundation. New York, NY.

- 2003 “L’Ideal Republicain? Les Minorites Nationales et le Systeme Penale en France.” Invited paper presented at Le Centre de Recherches Sociologiques sur le Droit et les Institutions Pénales.

Conference Presentations

- 2016 “It Takes a Job to Get a Job: Race, Networks, and Finding Work.” Paper presented at Population Association of American. Washington, DC. (with David Pedulla)
- 2016 “Do Criminal Records Predict Worker Productivity? Evidence from America’s Largest Employer.” Paper presented at Population Association of American. Washington, DC. (with Jennifer Lundquist and Eiko Strader)
- 2016 “Trends in Racial Discrimination in Hiring in America: Results from a Meta-Analysis of Field Experiments.” Paper presented at Population Association of American. Washington, DC. (with Lincoln Quillian, Ole Hexel, and Arnfinn Midtboen)
- 2012 “Prison as a Social Context: Inmate Trajectories and their Facility Environments over Time.” Paper presented at the Annual Meetings of the American Sociological Association, Denver, CO (with Michelle Phelps)
- 2011 “Race, Self-Selection, and Job Search.” Paper presented at the Annual Meetings of the American Sociological Association, Las Vegas (with David Pedulla)
- 2010 “Prison as a Social Context: Inmate Trajectories and their Facility Environments over Time.” Paper presented at the Annual Meetings of the American Sociological Association. Atlanta, GA (with Michelle Phelps).
- 2010 “Tracking Community-Level Dynamics Associated with Imprisonment and Enlistment. Paper presented at Population Association of American. Dallas, TX. (with Amy Kate Bailey)
- 2009 “Discrimination at Work.” Paper presented at the Annual Meetings of the American Sociological Association, Invited Panel on Social Psychology and Social Stratification. San Francisco, CA.
- 2008 “Sequencing Disadvantage: Barriers to Employment facing Young Black and White Men with Criminal Records.” Paper presented at the Annual Meetings of the American Sociological Association, Thematic Session on Incarceration and Labor Markets, Boston (with Bruce Western and Naomi Sugie)
- 2008 “Author Meets Critics” for *Marked: Race, Crime, and Finding Work in an Era of Mass Incarceration*. Annual Meetings of the American Correctional Association, Grapevine, TX.
- 2006 “Safety Net for Whom?: Race, Assessments of Culpability, and Attitudes about Public Assistance for the Unemployed.” Paper presented at the Annual Meetings of the American Sociological Association, Regular session on Public Opinion. Montreal, Canada (with Jeremy Freese)
- 2006 “Estimating Risk: Biased Social Perception and the Likelihood of Criminal Victimization.” Paper presented at the Annual Meetings of the American Sociological Association, Regular session on Sociology of Risk. Montreal,

Canada (with Lincoln Quillian)

- 2005 “Discrimination in Low Trust Labor Markets.” Paper presented at the American Sociological Association Annual Meetings. Philadelphia, PA. (with Bruce Western)
- 2005 “Discrimination in Low Wage Labor Markets: Evidence from New York City.” Paper presented at Population Association of American. Philadelphia, PA. (with Bruce Western)
- 2004 “Walking the Talk? What Employers Say Versus What They Do.” Paper presented at the Regular Session on Methodology, American Sociological Association. San Francisco, CA.
- 2004 “Who Deserves a Helping Hand? Attitudes about Government Assistance for the Unemployed by Race, Incarceration Status, and Worker History.” Paper presented at the Regular Session on Public Opinion, American Sociological Association. San Francisco, CA.
- 2002 “The Mark of a Criminal Record.” Paper presented at the American Sociological Association Annual Meetings. Chicago, IL.
- 2002 “The Consequences of Incarceration for Employment Outcomes.” Paper presented at the Population Association of America Annual Meetings. Atlanta, GA.
- 2001 “Criminal Careers: The Consequences of Incarceration for Occupational Attainment.” Paper presented at the American Sociological Association Annual Meetings. Anaheim, CA.
- 2001 “High School Dropout, Race-Ethnicity, and Social Background from the 1970s to the 1990s.” Presented at the American Sociological Association Annual Meetings. Anaheim, CA. (with Robert M.Hauser and Solon Simmons)
- 2000 “Race-Ethnicity, Social Background, and Grade Retention.” Presented at the American Sociological Association Annual Meetings. Washington, DC. (with Robert M.Hauser and Solon Simmons)
- 1999 “The Structure of Disadvantage: Individual and Occupational Determinants of the Black-White Wage Gap.” Presented at the American Sociological Association Annual Meetings. Chicago, IL. (with Eric Grodsky)
- 1999 “Trends in Occupational Segregation by Race.” Presented at the Population Association of America Annual Meetings. New York, NY. (with David Grusky)
- 1998 “The Structure of Disadvantage: Individual and Occupational Determinants of the Black-White Wage Gap.” Presented at the Population Association of American Annual Meetings. New York, NY. (with Eric Grodsky)
- 1999 “Neighborhood Racial Makeup and Neighborhood Perceptions.” Presented at the Population Association of American Annual Meetings. New York, NY. (with Lincoln Quillian)
- 1998 “Measures of Occupational Segregation by Race.” Presented at the American Sociological Association Annual Meetings. San Francisco, CA. (with David Grusky)

- 1998 “Occupational Apartheid: A Study of Job Segregation by Race, Gender, and Education.” Presented at the American Sociological Association Annual Meetings. San Francisco, CA.
- 1998 “The Interaction of Structure and Culture in South Africa’s Post-Apartheid Schools: Teachers’ Perspectives.” Invited paper presented at the Society for Applied Anthropology Annual Meetings. San Juan, Puerto Rico.
- 1998 “Occupational Apartheid: A Study of Job Segregation by Race, Gender, and Education.” Presented at the Population Association of America Annual Meetings. Chicago, IL.
- 1997 “Post-Apartheid Education Reform: South African Teachers' Perspectives.” Presented at the American Sociological Association Annual Meetings. Toronto, Canada.

Professional Service

- Organizer and Chair, ASA Presidential Panel, “Multidisciplinary Perspectives on Inequality,” 2013
- Organizer and Chair, ASA Thematic Session, “Lost in Translation? The Connections between Research, Policy, and Practice,” 2013.
- Organizer and Chair, ASA Author-Meets-Critics session, “Great American City,” 2013.
- ASA Program Committee, invited member, 2011-2013
- ASA Nominations Committee, elected member, 2009-2011
- Editorial Board, *Contexts* Magazine, 2008 to 2012
- Editorial Board, *Journal of Race and Social Problems*, 2008 to present
- Executive Committee, Bendheim-Thoman Center for Research on Child Wellbeing, 2007-13
- Advisory Board, The Prisoner Reentry Institute, John Jay School of Criminal Justice
- Advisory Board, The National H.I.R.E. Network, Legal Action Center.
- Co-chair of Steering Committee for the French-American Foundation Roundtable Conference on, “Equality of Opportunity in Education and Employment: French and American Perspectives.”
- Mentor, National Institute of Mental Health—Career Opportunity Research Program, 2006
- Mentor, Princeton Summer Undergraduate Research Experience, 2005-12
- Career Workshop, “Publishing from Your Dissertation.” American Sociological Association, 2005.
- Career Workshop, “Surviving Graduate School.” American Sociological Association, 2004.
- Organizer, Regular Sessions on Social Stratification, American Sociological Association, New York, 2007
- Thematic session organizer, American Sociological Association, Atlanta, GA, 2003
- Session chair, American Sociological Association, Anaheim, CA, 2001

Session chair, Population Association of America Annual Meetings, Washington DC, 2001

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Social Forces*, *Social Problems*, *Punishment and Society*, *The Sociological Quarterly*, *Social Psychology Quarterly*, *Criminology and Public Policy*, *Journal of Policy Analysis and Management*, *Science*, *American Political Science Review*, National Science Foundation

Departmental and University Service

Director, Multidisciplinary Program in Inequality and Social Policy, 2014-present

Faculty Chair, Program in Criminal Justice, 2014-15.

Co-Director, Joint Degree Program in Social Policy, 2010-2013

University Trustees' Task Force on Faculty and Student Diversity, 2011-2013

University Target of Opportunity Committee, 2011-2013

University Ad-Hoc Committee on Diversity of the Graduate Student Body, 2007

University Task Force on the Relationship between Eating Clubs and the University, 2009-10

University Committee on Committees, 2007-2011

Target of Opportunity Committee, Chair, 2008

Departmental Diversity Officer, 2007

Executive Committee, Program in Law and Public Affairs, 2010-2013

Assistant Professor Search Committee, 2010-11

Notestein Lecture Series Organizer, OPR, 2010-11

Sociology Workshop Series Organizer, 2010-11

Crime and Punishment Workshop Organizer, 2010-11

Joint Degree Program Fall Dinner Lecture Series Organizer, 2010-2013

Graduate Admissions Committee, 2004-10

Oversight Committee on Information Core (OPR)

Professional Membership

American Sociological Association, 1996-present

Population Association of America, 1997-present

Society for the Advancement of Socio-Economics, 2002

Association for Psychological Science, invited member, 2008-present

Institute for the Study of Labor (IZA), Research Fellow, 2008-present

Public Lectures

SOS Racisme (Paris, France), "The Use of Testing in Studies of Discrimination."

French-American Foundation, "Measuring Employment Discrimination"
University of Chicago Legal Forum Symposium, "Civil Rights and Low Wage Workers"
EEOC Testimony, "Employment of individuals with criminal records," Washington DC
National Institute of Corrections, June 2008, "Prisoner Reentry, Race, and Employment."
EEOC Regional Meeting, April 2006, "Testing for Discrimination"
New York City Council, Committee on Civil Rights, April 2006, "Discrimination in New
York City"
One Day University, November 2006, February 2007, March 2007, "Crime and
Punishment in the United States."
Vera Institute of Justice, June 2006, "Barriers to Employment Facing Minorities and Ex-
Offenders"
NAACP Civil Rights Conference, October 2005, "Discrimination at Work"
New York City Human Rights Commission 50th Anniversary Conference, "Race at
Work"
Princeton Prison Colloquium, "The Problems of Prisoner Reentry," April 2007.
Council on Crime and Justice, Continuing Legal Education Workshop, June 2005,
"Criminal Records as a Barrier to Employment."
John Jay School of Criminal Justice, Occasional Series on Reentry Research, June 2005,
"Barriers to Employment Facing Minorities and Ex-Offenders."
Institute for Policy Research, Policy Briefing (Washington, DC), May 2005, "The
Collateral Consequences of Incarceration."
Prison Justice Project Panel, Princeton University, April 2005, "Race and the Criminal
Justice System."
Legal Action Center, presentation at the annual board meeting, March 2005,
"Discrimination at Work."
Undergraduate Lecture Series on Race, Poverty and Inequality, Northwestern University,
Feb 2004. "Race and the Criminal Justice System."
4th St. Forum, "Race in Milwaukee," April 2004
Institute for Policy Research, Policy Briefing (Chicago), June 2004, "The Collateral
Consequences of Incarceration."

Prior Research and Teaching Experience

RAND, Washington, D.C.
Research Assistant, Education Policy and Evaluation, August 1993-February 1995.
Policy Studies Associates, Washington, D.C.
Research Consultant, Compensatory Education, July 1993-August 1993.
University of Cape Town, South Africa
Teaching Assistant, Introduction to Sociology, July 1995-November 1995.

Community Work Experience

Transitional Housing Authority, Madison, WI. *Volunteer* (1998-2001);

Street Youth Shelter, Cape Town, South Africa. *Activity Coordinator*
(February 1995-July 1996);

Planned Parenthood, Los Angeles. *Research Consultant, Program Coordinator and Educator* (September 1991-June 1993);

UCLA Crisis Intervention Hotline, Los Angeles. *Director and Counselor*
(June 1990-June 1993).

"I Have a Dream" Foundation, Los Angeles. *Retreat Coordinator*
(September 1991-May 1992);

Options House, Los Angeles. *Counselor at shelter for teenage runaways*
(June 1991-June 1992).