

## Koji Chavez

---

CONTACT INFORMATION	1020 E. Kirkwood Ave., Ballantine Hall Office 734 Bloomington, IN, 47405-713	812-855-4847 kochavez@iu.edu
RESEARCH INTERESTS	Gender, racial, and ethnic inequality in the workplace, interpersonal evaluation, hiring, justification, poverty and poverty measurement, mixed-methods research.	
EDUCATION	<b>Stanford University</b> , Stanford, CA Ph.D., Sociology, Summer 2016 <ul style="list-style-type: none"><li>• Dissertation: <i>How Employers Hire Women, Immigrants, and the Educationally Elite: Meritocracy, Egalitarianism, and Cultural Fit in a Silicon Valley High Technology Firm.</i></li><li>• Department Advisor: David B. Grusky, Ph.D.</li><li>• Dissertation Committee Chair: Jesper B. Sørensen, Ph.D.</li></ul> M.A., Sociology, Spring 2011 <ul style="list-style-type: none"><li>• 2nd Year Paper Topic: <i>The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.</i></li><li>• Advisor: David Grusky, Ph.D.</li></ul> <b>University of California, Santa Barbara</b> , Santa Barbara, CA B.A., Economics and Spanish (Double Major), June 2007 <ul style="list-style-type: none"><li>• <i>Magna Cum Laude</i>, <i>Phi Beta Kappa</i>, and Distinction in the Major of Economics</li><li>• Honors Thesis Topic: <i>Determining Factors of Fluctuations in Elementary School Populations</i></li><li>• Advisor: Rod Garratt, Ph.D.</li></ul>	
RESEARCH EXPERIENCE	<b>Postdoctoral Research Associate</b> Washington University in St. Louis Supervisors: Adia Harvey Wingfield, Ph.D.	Autumn 2016 to Summer 2018
	<b>Research Assistant</b> Stanford Center on Poverty and Inequality Stanford University Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.	Autumn 2015 to Autumn 2016
	<b>Research Assistant</b> Stanford Center on Poverty and Inequality Stanford University Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.	Summer 2010 to Summer 2013
	<b>Research Assistant</b> Sociology Department Stanford University Supervisors: Corey Fields, Ph.D.	Autumn 2010 to Spring 2011
PUBLISHED ARTICLES	<ol style="list-style-type: none"><li>1. <b>Chavez, Koji</b>, 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." <i>Social Security Bulletin</i>.</li><li>2. <b>Chavez, Koji</b>. 2017 "Getting a Job: Cultural Norms, Emotional Energy, and the Foreign-Educated Immigrant Hiring Penalty." <i>Academy of Management Best Papers Proceedings, 77th Annual Meeting of the Academy of Management, Atlanta, GA</i>.</li></ol>	

- BOOK CHAPTERS
1. **Chavez, Koji** and Adia Harvey Wingfield. 2018. "Racializing Gendered Interactions." In *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.
  2. **Chavez, Koji** and Beth Red Bird. 2015. "Occupational Closure and Immigrant Economic Incorporation." In *How Global Migration Changes the Workforce Diversity Equation*, edited by M. Pilati, Sheikh Hina, F. Sperotti, and C. Tilly. NewCastle, UK: Cambridge Scholars Publishing.
- OTHER PUBLICATIONS
1. Danziger, Sheldon, **Koji Chavez**, Erin Cumberworth. October, 2012. "Poverty and the Great Recession." *A Great Recession Brief*. Stanford, CA: Stanford Center on Poverty and Inequality.
- SUBMITTED JOURNAL PUBLICATIONS
1. **Chavez, Koji** "Gendered Pathways to Hire: Candidate Gender and Stereotypical Strengths During the Hiring Decision." Revise and Resubmit at *Administrative Science Quarterly*.
  2. **Chavez, Koji**. "Outsourced Bias: Contingency Search Firms, Applicant Screening, and Female Disadvantage in Software Engineering Hiring." Revise and Resubmit at *Management Science*.
  3. **Chavez, Koji**. "Compared to Whom? Contextualizing Black and Latinx Disadvantage in Silicon Valley Technical Hiring." Revise and Resubmit at *Research in the Sociology of Work, Special Issue*.
  4. **Chavez, Koji**. "Penalized for Personality: Asian Americans, Asian Immigrants, and Hiring." Submitted to *Sociology of Race and Ethnicity*.
  5. Wingfield, Adia, and **Koji Chavez**. "'That One Time?' Or 'Lucky to Be Here?'" Occupational Status and Black Americans' Perceptions of Workplace Racial Discrimination." Revise and Resubmit to *American Sociological Review*.
- PAPERS IN PREPARATION
1. Weisshaar, Kate, **Koji Chavez**, and Tania Cabello-Hutt. "'A Perfect Fit?: Discrimination in Job Matching for under and over qualified applicants."
  2. Schaumberg, Becky, **Koji Chavez**, Anna Merrit, and Frank Flynn. "Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance."
- AWARDS AND FELLOWSHIPS
- Grants
- Caronlina Population Center Seed Grant March 2019
- Conference Awards — Thinking Gender Conference 2015
- Catalyst Award April 2015
- Student Awards — Sociology Department, Stanford University
- Barbara and Sandy Dornbusch Award for the Contribution to the Understanding or Solution to a Social Problem June 2012
- Fellowships
- Diversifying Academia, Recruiting Excellence (DARE) Fellow Autumn 2013 - 2016
  - National Poverty Fellow Sep 2011 to Aug 2016
  - EDGE-SBE Fellow Sep 2009 to Aug 2016

## Grants

- VPGE Diversity Dissertation Research Opportunity Dec 2013
- Graduate Research Opportunity Funds Dec 2013

## SCHOLARLY PRESENTATIONS

### Conference Presentations

- “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. Aug 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. Aug 2017
- “Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” American Sociological Association, Section on Social Psychology, Interconnections: Social Psychology and Organizational Processes, Section Session. Seattle, WA. Aug 2016
- “Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” EGOS Colloquium, Sub-theme 22: Powering Inequality: The Impact of Organizational Practices on Individual Employment Outcomes. Naples, Italy. July 2016
- “Women in the Engineering Hiring Pipeline: How Gender (and Nativity) Still Matter in Silicon Valley.” Pacific Sociological Association, Delivering on Diversity: Theory into Action, Section Session. Oakland, CA. Apr 2016
- “Gendered Pathways to Hire: Employer Trade-Offs and Candidate Gender in the Hiring Process.” American Sociological Association, Race, Gender, and Class Roundtable. Chicago, IL. Aug 2015
- “The Dividends of Diversity?: Linking Work Group Racial Composition, Minority Status, and Within-Race Inequality.” American Sociological Association, Affirmative Action Regular Session. Chicago, IL. Aug 2015
- “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” Academy of Management, Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada. Aug 2015
- “The Myth of Gender Equality in Hiring.” WISE Research Roundtable. Stanford WISE Ventures, Stanford University. April 2015
- “Gendered Pathways to the Job Offer.” Thinking Gender Conference. Center for the Study of Women, University of California, Los Angeles. April 2015
- “How Rich are the Elderly Poor? Examining Assets Among the Elderly Using the Supplemental Poverty Measure.” Association for Public Policy Analysis & Management, Global Challenges, New Perspectives. Albuquerque, NM. Nov 2014
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” American Sociological Association, Poverty and Mobility Roundtable. San Francisco, CA. Aug 2014
- “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” Poverty and Inequality in the 21st Century Conference. Tohoku University, Sendai, Japan. June 2014
- “Women in the Engineering Pipeline: Why gender (and nativity) still matter in the ‘most egalitarian’ industry” Corporate Partner Program, Michelle R. Clayman Institute for Gender Research. Stanford, CA. May 2014
- “Occupational Closure and Immigrant Economic Incorporation.” Institute for Research on Labor and Employment. University of California, Los Angeles, Los Angeles, CA. May 2013
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Research Committee on Social Stratification RC28. Trento, Italy. May 2013
- “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant

- Bias in the Primary Sector.” American Sociological Association, New Perspectives on Immigration Roundtable. Denver, CO. Aug 2012
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Society for the Study of Social Problems. Denver, CO. Aug 2012
- “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” Poverty and Inequality in the 21st Century Conference. Tohoku University, Sendai, Japan. July 2012
- “Do We Still Love Capitalism? The Effects of the Great Recession on the Legitimacy of Market Economies.” Poverty and Inequality in the 21st Century Conference. Stanford University, Palo Alto, CA. July 2010

Department Presentations

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

TEACHING EXPERIENCE	Professor Soc-S 410 - Race and Ethnic Intergroup Relations Sociology Department, Indiana University	Spring 2019
	Professor Soc-S 315 - Work and Occupations: Work in the New Economy Sociology Department, Indiana University	Autumn 2018
	Instructor Soc 3232 - The Social Construction of Race Sociology Department, Washington University in St. Louis	Autumn 2017
	Instructor Soc 2550 - The Sociology of Work Sociology Department, Washington University in St. Louis	Spring 2017
	Teaching Assistant Soc 140 - Intro to Social Stratification Instructor: David Grusky, Ph.D. Sociology Department, Stanford University	Autumn 2011
	Teaching Assistant Soc 149 - The Urban Underclass Instructor: Michael Rosenfeld, Ph.D. Sociology Department, Stanford University	Winter 2010
	Teaching Assistant Soc 166 - Mexicans, Mexican Americans, and Chicanos Instructor: Tomas Jimenez, Ph.D. Sociology Department, Stanford University	Autumn 2010

SERVICE	Library Coordinator, Sociology Department Social Chair, Sociology Department	Sept 2018–Current Sept 2011–June 2012
---------	---	--

REFERENCES	David B. Grusky Professor Sociology Department	Phone: (650) 724-2437 E-mail: grusky@stanford.edu
------------	--	--

Stanford Univeristy

Tomas Jimenez

Professor  
Sociology Department  
Stanford University

Phone: (650) 724-2437  
E-mail: [tjimenez@stanford.edu](mailto:tjimenez@stanford.edu)

Corey Fields

Professor  
Sociology Department  
Stanford University

Phone: (650) 724-2437  
E-mail: [cfields@stanford.edu](mailto:cfields@stanford.edu)

Adia Harvey Wingfield

Professor  
Sociological Department  
Washington University in St. Louis

Phone: (314) 935-5239  
E-mail: [ahwingfield@wustl.edu](mailto:ahwingfield@wustl.edu)

Jesper B. Sørensen

Professor  
Graduate School of Business  
Stanford University

Phone: (650) 736-9687  
E-mail: [sorensen@stanford.edu](mailto:sorensen@stanford.edu)