

KOJI CHAVEZ

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ACADEMIC APPOINTMENTS

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

EDUCATION

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

RESEARCH INTERESTS

Labor market inequality, processes of inequality in the workplace, interpersonal evaluation, hiring.

PEER REVIEWED ARTICLES AND BOOK CHAPTERS (* DENOTES PEER REVIEW)

- *Chavez, Koji, Katherine Weisshaar, and Tania Cabello–Hutt. 2022. “Gender and Racial Discrimination in Hiring Before and During the COVID–19 Pandemic: Evidence from a Field Experiment of Accountants, 2018–2020.” *Work & Occupations* 49(1):275–315.
- *Chavez, Koji. 2020 “Education and Referrals: Parallel Mechanisms of White and Asian Hiring Advantage in a Silicon Valley High Technology Firm.” *Research in the Sociology of Work*, Special Issue 34: 83–113.
- *Chavez, Koji. 2020 “Penalized for Personality: A Case Study of Asian–Origin Disadvantage in Hiring.” *Sociology of Race and Ethnicity*: 1–21.
- *Wingfield, Adia, and Koji Chavez. 2020 “Getting In, Getting Hired, Getting Sideways Looks: Organizational Hierarchy and Perceptions of Racial Discrimination.” *American Sociological Review* 85(1): 31–57
- Chavez, Koji and Adia Harvey Wingfield. 2018. “Racializing Gendered Interactions.” Pp. 185–198 in *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.
- *Chavez, Koji, Chris Wimer, David M. Betson, and Lucas Manfield. 2018. “Medical Needs and Poverty Among the Elderly Population: The Role of Out–Of–Pocket Medical Expenditures

and Annuitized Assets under the Supplemental Poverty Measure.” *Social Security Bulletin* 78(1):47–75.

Chavez, Koji. 2017 “Getting a Job: Cultural Norms, Emotional Energy, and the Foreign-Educated Immigrant Hiring Penalty.” *Academy of Management Best Papers Proceedings*, 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Chavez, Koji and Beth Red Bird. 2015. “Occupational Closure and Immigrant Economic Incorporation.” Pp. 294–319 in *How Global Migration Changes the Workforce Diversity Equation*, edited by M. Pilati, Sheikh Hina, F. Sperotti, and C. Tilly. NewCastle, UK: Cambridge Scholars Publishing.

Danziger, Sheldon, Koji Chavez, Erin Cumberworth. October, 2012. *A Great Recession Brief: Poverty and the Great Recession*. Stanford, CA: Stanford Center on Poverty and Inequality.

MANUSCRIPTS UNDER REVIEW

Weisshaar, Katherine, Koji Chavez, and Tania Cabello–Hutt. “Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” (Revise and Resubmit)

Chavez, Koji, Katherine Weisshaar, and Tania Cabello–Hutt. “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching.” (Revise and Resubmit)

WORKING PAPERS

Chavez, Koji “Gendered Process, Genderless Outcome: A Case Study of Software Engineering Hiring in a Silicon Valley Firm.”

Chavez, Koji, Alyssa Browne, and Katherine Weishaar. “Diversity Disillusion: Hierarchical Segregation of Diversity Labor and the Continuation of Diversity Best Practices.”

Schaumberg, Becky, and Koji Chavez. “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.”

RESEARCH GRANTS

2020–2021. Russell Sage Foundation, Future of Work Initiative. \$49,946.

2020–2021. National Science Foundation. \$267,529.

2020. Time-Sharing Experiments in the Social Sciences (TESS). \$16,000

2019. Center for Research on Race & Ethnicity in Society (CRRES). Faculty Seed Grant Award. \$5,000.

2019. Carolina Population Center (CPC). Seed Grant Award. \$6,710.

2013. Office of the Vice Provost for Graduate Education, Stanford University. Diversity Dissertation Research Opportunity.

2013. School of Humanities and Sciences, Stanford California. Graduate Research Opportunity Funds.

AWARDS, FELLOWSHIPS, AND HONORS

Trustees Teaching Award, Indiana University

2021

Center for Research on Race & Ethnicity in Society Fellowship, Indiana University 2019–Present

<i>Diversifying Academia, Recruiting Excellence (DARE) Fellowship</i> , Stanford University	2013–2016
<i>National Poverty Fellowship</i> , Stanford University	2011–2016
<i>EDGE–SBE Fellowship</i> , Stanford University	2009–2016
<i>Catalyst Award</i> , Thinking Gender Conference	2015
<i>Dornbusch Award</i> , Sociology Department, Stanford University	2012

INVITED PRESENTATIONS AND PANELS

Inequality at Work Session, Organizations, Occupations, and Work Section, American Sociological Association Annual Meeting. Philadelphia, PA. Organizer.	2023
Preparing Future Faculty Conference. Indiana University. Panel Member	2023
“Organizational Lenses on Intersectionality.” <i>Organizations, Occupations, and Work</i> , American Sociological Association, Virtual Event. Panel Member.	2023
“Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” O’Neill School of Public and Environmental Affairs of Indiana University.	2023
Virtual Book Launch for <i>Fixing Stories: Local Newsmaking and International Media in Turkey and Syria</i> (Discussant). Indiana University, The Media School.	2022
Gender and Racial Discrimination in Hiring Before and During the COVID–19 Pandemic: Evidence from a Field Experiment of Accountants, 2018–2020. <i>University of Wisconsin–Madison, Department of Sociology</i> .	2021
Gender and Racial Discrimination in Hiring Before and During the COVID–19 Pandemic: Evidence from a Field Experiment of Accountants, 2018–2020. <i>Stanford University, Management Science and Engineering</i> .	2021
“Reframing, Questioning, and Critiquing Boundaries: Conversations about Family, Citizenship, and Work.” <i>University of North Carolina at Chapel Hill</i> , Colloquium. Panel Member.	2021
“Has Gender and Racial Discrimination Changed During the COVID–19 Pandemic?” <i>Columbia University, Center for the Study of Wealth and Inequality</i> , Seminar Series.	2021
“The Myth of Gender Equality in Hiring.” <i>Stanford University, WISE Research Roundtable</i>	2015
“Women in the Engineering Pipeline: Why Gender (and Nativity) Still Matter in the ‘Most Egalitarian’ Industry” <i>Stanford University, Michelle R. Clayman Institute for Gender Research, Corporate Partner Program</i> .	2014

CONFERENCE PRESENTATIONS

“Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” American Sociological Association, Gendered and Racialized Organizations. Los Angeles, CA.	2022
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The Good in the Bad and the Bad in the Good: The Counterintuitive Self in Organizational Life. Symposium, Academy of Management Annual Meeting. Seattle, WA. 2022

“The COVID–19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.” *American Sociological Association*, The COVID–19 Pandemic: Gendered Risks, Gendered Consequences. Virtual. 2021

“An Imperfect Match? Gender and Racial Discrimination in Hiring Across Relative Qualification.” *Population Association of America*, Diversity and Discrimination in the Education Pipeline and Labor Market. Washington, DC. 2020

“Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.” *Academy of Management*, Shame Symposium. Vancouver, Canada. 2020

“Compared to Whom? Parallel Mechanisms of Black and Latinx Hiring Disadvantage in a Silicon Valley High Technology Firm.” *American Sociological Association*, Job Search and Opportunity, Paper Session. New York, New York. 2019

“‘That One Time?’ Or ‘Lucky to Be Here?’ Occupational Status and Black Americans’ Perceptions of Workplace Racial Discrimination.” *American Sociological Association*, Theorizing Race in Organizations, Paper Session. New York, New York. 2019

“Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring.” *American Sociological Association*, Section on Economic Sociology, Refereed Roundtable Session. Montreal, Canada. 2017

“Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring.” *Academy of Management*, Organizational Behavior, Emotion, Regulation, and Energy, Paper Session. Montreal, Canada. 2017

“Conscious Unbias: How Decision–Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” *American Sociological Association*, Section on Social Psychology, Interconnections: Social Psychology and Organizational Processes, Section Session. Seattle, WA. 2016

“Conscious Unbias: How Decision–Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” *EGOS Colloquium*, Sub–theme 22: Powering Inequality: The Impact of Organizational Practices on Individual Employment Outcomes. Naples, Italy. 2016

“Women in the Engineering Hiring Pipeline: How Gender (and Nativity) Still Matter in Silicon Valley.” *Pacific Sociological Association*, Delivering on Diversity: Theory into Action, Section Session. Oakland, CA. 2016

- “Gendered Pathways to Hire: Employer Trade–Offs and Candidate Gender in the Hiring Process.” *American Sociological Association, Race, Gender, and Class Roundtable*. Chicago, IL. 2015
- “The Dividends of Diversity?: Linking Work Group Racial Composition, Minority Status, and Within–Race Inequality.” *American Sociological Association, Affirmative Action Regular Session*. Chicago, IL. 2015
- “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” *Academy of Management, Upsides and Downsides of Guilt Symposium*. Vancouver, VA, Canada. 2015
- “Gendered Pathways to the Job Offer.” *Thinking Gender Conference*. Center for the Study of Women, University of California, Los Angeles. 2015
- “How Rich are the Elderly Poor? Examining Assets Among the Elderly Using the Supplemental Poverty Measure.” *Association for Public Policy Analysis & Management, Global Challenges, New Perspectives*. Albuquerque, NM. 2014
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *American Sociological Association, Poverty and Mobility Roundtable*. San Francisco, CA. 2014
- “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” *Poverty and Inequality in the 21st Century Conference*. Tohoku University, Sendai, Japan. 2014
- “Occupational Closure and Immigrant Economic Incorporation.” *Institute for Research on Labor and Employment*. University of California, Los Angeles, Los Angeles, CA. 2013
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *Research Committee on Social Stratification RC28*. Trento, Italy. 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. 2012
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *Society for the Study of Social Problems*. Denver, CO. 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. 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. 2010

TEACHING EXPERIENCE

Instructor	Students	Level	Years
Course			
<i>Advanced Research Techniques</i> , Indiana University	14	G	2020–2022
<i>Race and Ethnic Intergroup Relations</i> , Indiana University	25	U	2019–2022
<i>Work in the New Economy</i> , Indiana University	35–50	U	2018–2022
<i>Social Construction of Race</i> , Washington University in STL	25	U	2017
<i>The Sociology of Work</i> , Washington University in STL	10	U	2017
Teaching Assistant			
Course			
<i>Introduction to Social Stratification</i> , Stanford University	100	U	2011
<i>The Urban Underclass</i> , Stanford University	100	U	2010
<i>Mexicans, Mexican Americans, and Chicanos</i> , Stanford University	50	U	2010

STUDENT MENTORING

Dissertation External Committee Member		
Tania Cabello Hutt, University of North Carolina at Chapel Hill		2019–Present
Dissertation Committee Member		
Derek Richardson, Indiana University		2023–Present
Zackary Dunivin, Indiana University		2021–Present
Nora Weber, Indiana University (co–Chair)		2022–Present
Jasmine Davis, Indiana University		2021–Present
Emily Ekl, Indiana University		2021–Present
Kaitlin Johnson, Indiana University		2020–2023
Cara Davies, Indiana University		2020–Present
Yingjian Liang, Indiana University		2019–Present
Sean Vina, Indiana University		2019–2020
Qualifying Examination Committee Member		
Junghun Han, Indiana University		2021
Zackary Dunivin, Indiana University		2021
Jasmine Davis, Indiana University		2020
Yingjian Liang, Indiana University		2020
Research Supervisor		
Madeline Ruprecht, Indiana University Undergraduate		2021–2022
Olivia Christensen, Indiana University, Undergraduate		2020–2022
Natalia Fuentes–Rohwer, Indiana University, Undergraduate		2020–Present
Erika Ross, Indiana University, Undergraduate		2020–2021
Erin Arikan, Indiana University, Undergraduate		2020–2022
Olivia DeCrane, Indiana University, Undergraduate		2020–2021
Bobby Burns, Indiana University, Undergraduate		2021
Jane Dorsey, Indiana University, Undergraduate		2019
Suhail Mohammed, Indiana University, Undergraduate		2019
Nathan Norris, Indiana University, Undergraduate		2019

Katie Johnson, Indiana University, Graduate	2020–Present
Anne Kavalerchik, Indiana University, Graduate	2020– Present
Alyssa Brown, University of North Carolina at Chapel Hill, Graduate	2020– Present
Lexi Hutcho, Indiana University, Undergraduate	2022–2022
Kayla Cook, University of North Carolina at Chapel Hill, Undergraduate	2021–Present
CRRES Undergraduate Research Program Supervisor/Mentor	
Maria Martinez, Indiana University, Undergraduate	2019–2022
Kemal Perdana, Indiana University, Undergraduate	2021–2022
Independent Study	
Marijke Van Dyke, Indiana University	2020
Zhixi Tang, Indiana University	2020
EDGE Mentoring Program	
Isaac Gomez Nuñez, Stanford University	2011–2016

PROFESSIONAL SERVICE

Sociology Advisory Panel, National Science Foundation	2022–Present
Editorial Board Member, American Sociological Review	2022–2025
Editorial Board Member, Social Problems	2021–2024
Editorial Board Member, Gender & Society	2021–2024
Presider, Thematic Sessions American Sociological Association	2020

INSTITUTIONAL SERVICE

American Sociological Association Program Committee, Section Organizer	2022–Present
Diversity, Equity, and Inclusion Committee Chair, Sociology, Indiana University	2022
Graduate Fellowships Committee, Sociology, Indiana University	2022
Workshop in Sociology at IU (WiSIU) Committee, Sociology, Indiana University	2022
Executive Committee, Sociology, Indiana University	Spring 2022
Hilary Holbrow Book Workshop, East Asian Languages and Cultures, IU	2021
Ad Hoc Personnel Committee, Sociology, Indiana University	2021
Graduate Student Affairs Committee, Sociology, Indiana University	2020–2022
Diversity, Equity, and Inclusion Committee, Sociology, Indiana University	2019–2022
Sutherland Teaching Award Committee, Sociology, Indiana University	2019
Library Coordinator, Sociology, Indiana University	2018–2019
Presenter. Faculty Hiring Workshop, The College, Indiana University	2022
Presenter. Faculty Hiring Workshop, The College, Indiana University	2021

Presenter. Faculty Hiring Workshop, The College, Indiana University 2020
Presenter. Faculty Hiring Workshop, The College, Indiana University 2019

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Sociologists for Women in Society
The Society for the Study of Social Problems
VMware Women's Leadership Innovation Lab at Stanford, Affiliated Faculty

CONSULTING AND NON-ACADEMIC WORK

Building a Thriving Compassionate Community, *Bloomington, IN* 2020–2021

Consultant: Assisted with the development of unconscious bias training to be conducted with business and government agencies in Indiana. Currently evaluating the efficacy of bias training.