

# KOJI CHAVEZ

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January 2024

## ACADEMIC APPOINTMENTS

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

## EDUCATION

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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

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

## PEER REVIEWED ARTICLES AND BOOK CHAPTERS (\* DENOTES PEER REVIEW; † DENOTES SHARED FIRST-AUTHOR)

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- \*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. 2021 “Penalized for Personality: A Case Study of Asian–Origin Disadvantage in Hiring.” *Sociology of Race and Ethnicity* 7(2):226–246.
- \*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.
- \*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

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Weisshaar, Katherine, Koji Chavez<sup>†</sup>, and Tania Cabello–Hutt. Forthcoming. “‘Hiring Folks for Diversity’: Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions.” *American Sociological Review*. (Conditionally Accepted)

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

#### WORKING PAPERS

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

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

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

#### RESEARCH GRANTS

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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

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*Trustees Teaching Award*, Indiana University

2021

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

<i>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

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“Hiring Folks for Diversity: Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions.” School of Industrial and Labor Relations. Cornell University. Ithaca, NY	2024
“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It.” Invited Discussant. Pacific Sociological Association Annual Meeting. San Diego, CA.	2024
Mini-Conference on Gendered and Racialized Organizations. Eastern Sociological Society Annual Meeting. Washington D.C. Organizer	2024
Preparing Future Faculty Conference. Indiana University. Panel Member	2024
“Hiring Folks for Diversity: Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions.” Sociology Department, Western University, London, Ontario.	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.” *Stanford University, WISE Research Roundtable* 2015
- “Women in the Engineering Pipeline: Why Gender (and Nativity) Still Matter in the ‘Most Egalitarian’ Industry” *Stanford University, Michelle R. Clayman Institute for Gender Research, Corporate Partner Program.* 2014

#### CONFERENCE PRESENTATIONS

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- “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
- 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.

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| “Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring.” <i>EGOS Colloquium</i> , 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.” <i>Pacific Sociological Association</i> , 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.” <i>American Sociological Association</i> , Race, Gender, and Class Roundtable. Chicago, IL.  | 2015 |
| “The Dividends of Diversity?: Linking Work Group Racial Composition, Minority Status, and Within-Race Inequality.” <i>American Sociological Association</i> , Affirmative Action Regular Session. Chicago, IL.  | 2015 |
| “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” <i>Academy of Management</i> , Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada.  | 2015 |
| “Gendered Pathways to the Job Offer.” <i>Thinking Gender Conference</i> . 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.” <i>Association for Public Policy Analysis &amp; Management</i> , Global Challenges, New Perspectives. Albuquerque, NM.                          | 2014 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>American Sociological Association</i> , Poverty and Mobility Roundtable. San Francisco, CA.   | 2014 |
| “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” <i>Poverty and Inequality in the 21st Century Conference</i> . Tohoku University, Sendai, Japan.  | 2014 |
| “Occupational Closure and Immigrant Economic Incorporation.” <i>Institute for Research on Labor and Employment</i> . University of California, Los Angeles, Los Angeles, CA.  | 2013 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>Research Committee on Social Stratification RC28</i> . Trento, Italy.   | 2013 |
| “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” <i>American Sociological Association</i> , New Perspectives on Immigration Roundtable. Denver, CO.   | 2012 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” <i>Society for the Study of Social Problems</i> . Denver, CO.  | 2012 |

“The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” <i>Poverty and Inequality in the 21st Century Conference</i> . Tohoku University, Sendai, Japan.	2012
“Do We Still Love Capitalism? The Effects of the Great Recession on the Legitimacy of Market Economies.” <i>Poverty and Inequality in the 21st Century Conference</i> . Stanford University, Palo Alto, CA.	2010

## TEACHING EXPERIENCE

Instructor			
Course	Students	Level	Years
<i>Advanced Research Techniques</i> , Indiana University	14	G	2020–2024
<i>Race and Ethnic Intergroup Relations</i> , Indiana University	25	U	2019–2024
<i>Work in the New Economy</i> , Indiana University	35–50	U	2018–2024
<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 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	2020–2023
Yingjian Liang, Indiana University	2019–Present
Tania Cabello Hutt, University of North Carolina at Chapel Hill	2019–2023
Sean Vina, Indiana University	2019–2020
Qualifying Examination Committee Member	
Roberto Ortiz, Indiana University	2024
Junghun Han, Indiana University	2021
Zackary Dunivin, Indiana University	2021
Jasmine Davis, Indiana University	2020
Yingjian Liang, Indiana University	2020
Research Supervisor	
Yingjian Liang, Indiana University, Graduate	2023–Present
Madeline Ruprecht, Indiana University Undergraduate	2021–2022

Olivia Christensen, Indiana University, Undergraduate	2020–2022
Natalia Fuentes–Rohwer, Indiana University, Undergraduate	2020–2023
Erika Ross, Indiana University, Undergraduate	2020–2021
Erin Arian, 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	2020–2023
Anne Kavalerchik, Indiana University, Graduate	2020– 2023
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
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#### PROFESSIONAL SERVICE

VMware Women’s Leadership Innovation Lab at Stanford, Affiliated Faculty	2023–Present
Eastern Sociological Association, Mini-conference Organizer	2023–2024
American Sociological Association Program Committee, Section Organizer	2022–2023
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
	2023

#### INSTITUTIONAL SERVICE (INDIANA UNIVERSITY)

Presenter. Faculty Hiring Workshop, The College	2019, 2020, 2021, 2022, 2023
Presenter. Preparing Future Faculty Conference, The College	2023, 2024
Hilary Holbrow Book Workshop, East Asian Languages and Cultures	2021

#### DEPARTMENT SERVICE (SOCIOLOGY)

Executive Committee Member	Spring 2022, 2023–24
Classroom Observer	2023 (Fall)

Graduate Admissions	2023–24
Workshop in Sociology at IU (WiSIU) Committee Chair	2024 (Spring)
Workshop in Sociology at IU (WiSIU) Committee Member	2022 (Fall), 2023 (Fall)
Graduate Fellowships Committee	2022 (Fall), 2024 (Spring)
Ad Hoc Personnel Committee, Sociology	2021
Graduate Affairs and Evaluation Committee Member	2020–21, 2021–22, 2023–24
Diversity, Equity, and Inclusion Committee Chair	2022–23
Diversity, Equity, and Inclusion Committee Member	2020–21, 2021–22
Sutherland Teaching Award Committee Member	2019–20
Climate Committee Member	2019–20
Schuessler Award Committee Member	2018–19
Library Coordinator	2018–19

#### PROFESSIONAL MEMBERSHIPS

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American Sociological Association  
Sociologists for Women in Society  
The Society for the Study of Social Problems

#### CONSULTING AND NON-ACADEMIC WORK

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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.