

## KOJI CHAVEZ

Indiana University, Department of Sociology  
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January 2025

### 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, discrimination, hiring, race, gender, diversity

### PUBLICATIONS (\* DENOTES PEER REVIEW; † DENOTES SHARED FIRST-AUTHOR)

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#### ARTICLES, BOOK CHAPTERS, AND REPORTS

- \*Weisshaar, Katherine, Koji Chavez<sup>†</sup>, and Tania Hutt. 2024. "Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering." *American Sociological Review* 89(3):584-613.
  - \*Chavez, Koji, Katherine Weisshaar<sup>†</sup>, 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.

### **SERVICE/TEACHING RELATED**

Chavez, Koji and Brandon A. Jackson<sup>†</sup>. 2025. “Introducing 2025 ASA President Adia Wingfield. 2025.” *Footnotes*. Forthcoming.

### **MANUSCRIPTS UNDER REVIEW**

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Chavez, Koji, Katherine Weisshaar<sup>†</sup>, and Tania Hutt. “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching.” (2<sup>nd</sup> Revise and Resubmit at Social Forces)

Chavez, Koji “Gendered Pathways to the Job Offer: Stereotypes and diversity value during job offer decisions in software engineering hiring.” (Revised and Resubmitted at Socius)

### **WORKING PAPERS**

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Chavez, Koji, Alyssa Browne, and Kayla Cook. “Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.”

Kim, Eehyun, Anne Kavalerschik, Koji Chavez, and Byungkyu Lee. “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market from 2001 to 2023.”

Weisshaar, Katherine, Christianne Corbett, Koji Chavez. “The Room Where it Happens: The Gendered Dynamics of Access and Returns to Workplace Social Capital.”

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

Schaumberg, Becky, and Koji Chavez, Anna Merrit, and Frank Flynn. “Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance.”

### **RESEARCH GRANTS**

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2024. NSF CAREER Grant. \$154,247. (Applied for)

2024. Center for Research on Race & Ethnicity in Society. Faculty Seed Grant Award. \$5,000.

2020-2021. Russell Sage Foundation, Future of Work. \$49,946. (Katherine Weisshaar Co-PI)

2020-2021. National Science Foundation. \$267,529. (Katherine Weisshaar Co-PI)

2020. Time-Sharing Experiments in the Social Sciences. \$16,000. (Katherine Weisshaar Co-PI)

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

2019. Carolina Population Center. 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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<i>Trustees Teaching Award</i> , Indiana University	2021,2024
<i>CRRES Fellowship</i> , 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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Gender & Business: Recent Advancements in Research. Invited Panel Member.	2025
New Approaches to the Job Matching Process. Thematic Session American Sociological Association Annual Meeting. Chicago. Invited Speaker	2025
“What’s Next for Employment Equity After the ‘New Economy?’” Thematic Session, American Sociological Association Annual Meeting. Chicago. Invited Discussant.	2025
“Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.” Indiana University, Sociology Department. Invited Speaker	2025
“Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.” Causes and Consequences of Labor Market Mismatch Workshop, The Millenium Nucleus LM2C2. Pontificia Universidad Católica de Chile. Santiago, Chile. Invited Speaker.	2024
Organizations, Occupations, and Work Virtual Panel on Racialized and Gendered Organizations. American Sociological Association. Invited Panel Member.	2024
“Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” School of Industrial and Labor Relations. Cornell University. Ithaca, NY. Invited Speaker.	2024
“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It.” Pacific Sociological Association Annual Meeting. San Diego, CA. Invited Discussant.	2024
Mini-Conference on Gendered and Racialized Organizations. Eastern Sociological Society Annual Meeting. Washington D.C. Organizer.	2024
“Hiring Folks for Diversity: Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions.” Sociology Department, Western University, London, Ontario. Invited Speaker.	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. Invited Speaker. 2023
- Virtual Book Launch for *Fixing Stories: Local Newsmaking and International Media in Turkey and Syria*. Indiana University, The Media School. Discussant. 2022
- Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. *University of Wisconsin-Madison, Department of Sociology*. Invited Speaker. 2021
- Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. *Stanford University, Management Science and Engineering*. Invited Speaker. 2021
- “Reframing, Questioning, and Critiquing Boundaries: Conversations about Family, Citizenship, and Work.” *University of North Carolina at Chapel Hill*, Colloquium. Panel Member. 2021
- “Has Gender and Racial Discrimination Changed During the COVID-19 Pandemic?” *Columbia University, Center for the Study of Wealth and Inequality*, Seminar Series. Invited Speaker. 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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- “Diversity Disillusion: Support for Diversity Practices as a Consequence of a Processual Segregation of Diversity Labor.” American Sociological Association, OOW session. Montreal, Canada. 2024
- “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market.” American Sociological Association, IPM session. Montreal, Canada. 2024
- “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” Eastern Sociological Association, Gendered and Racialized Organizations. Washington, D.C. 2024
- “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. 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.” <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

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Instructor			
Course	Students	Level	Years
<i>Advanced Research Techniques</i> , Indiana University	14	G	2020-2025
<i>Race and Ethnic Intergroup Relations</i> , Indiana University	25	U	2019-2025
<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**

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## Dissertation Committee Member

Roberto Ortiz, Indiana University	2025-Present
Aaminah Long, Indiana University	2024-Present
Takuya Akada, Indiana University	2024-Present
Drew Myers, Indiana University	2024-Present
Alisha Kirchoff, Indiana University	2023-Present
Robert Gallagher, Indiana University	2023-Present
Derek Richardson, Indiana University	2023-Present
Zackary Dunivin, Indiana University	2021-2024
Nora Weber, Indiana University (co-Chair)	2022-Present
Junghun Han, Indiana University	2022-Present
Jasmine Davis, Indiana University	2021-Present
Emily Ekl, Indiana University	2021-Present
Yingjian Liang, Indiana University	2019-Present
Kaitlin Johnson, Indiana University	2020-2023
Cara Davies, Indiana University	2020-2023
Tania Hutt, University of North Carolina at Chapel Hill	2019-2023
Sean Vina, Indiana University	2019-2020

## Qualifying Examination Committee Member

Alleluia Gusenga, Indiana University (Chair)	2024
Roberto Ortiz, Indiana University (Chair)	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 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	2020-2023
Anne Kavalerchik, Indiana University, Graduate	2020-2023
Alyssa Brown, University of North Carolina at Chapel Hill, Graduate	2020-2024
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

## KOJI CHAVEZ—TENURE DOSSIER

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

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American Sociological Association OOW Section Nomination Committee	2024-2025
American Sociological Association Program Committee, Section Organizer	2024-2025
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

### INSTITUTIONAL SERVICE (INDIANA UNIVERSITY)

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Presenter. Faculty Hiring Workshop, The College	2019, 2020, 2021, 2022, 2023
Presenter. Preparing Future Faculty Conference, The College	2023, 2024, 2025
Hilary Holbrow Book Workshop, East Asian Languages and Cultures	2021

### DEPARTMENT SERVICE (SOCIOLOGY)

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Executive Committee Member	Spring 2022, 2023-24, 2024-25
Classroom Observer	2023 (Fall), 2024 (Fall)
Graduate Admissions	2023-24
Workshop in Sociology at IU (WiSIU) Committee Chair	2024 (Spring), 2024-2025
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, 2025 (Spring)
Social Action Award Committee Chair	2025 (Spring)
F100 Personnel Subcommittee	2024-25



**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.

Coda.io, Mountainview, CA 2024-2025

**Consultant:** Assisted with analysis of personnel surveys and data.