

DAVID S. PEDULLA

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Harvard University
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EMPLOYMENT

Harvard University

Professor, Department of Sociology (2020 - present)
Professor (by courtesy), Harvard Kennedy School (2020 - present)

Stanford University

Associate Professor, Department of Sociology (2019 - 2020)
Assistant Professor, Department of Sociology (2016 - 2019)

University of Texas at Austin

Assistant Professor, Department of Sociology (2014 - 2016)
Faculty Research Associate, Population Research Center (2014 - 2016)

EDUCATION

Princeton University

Ph.D., Sociology & Social Policy (2014)
Dissertation: "Non-Standard, Contingent, and Precarious Work in the 'New Economy'"

M.A., Sociology (2010)
Exams (with distinction): Social Stratification, Sociology of Race, & Economic Sociology

Boston College

B.A., History (2004), *Summa Cum Laude*, *Phi Beta Kappa*

PUBLICATIONS

BOOK MANUSCRIPT

Pedulla, David S. 2020. *Making the Cut: Hiring Decisions, Bias, and the Consequences of Nonstandard, Mismatched, and Precarious Employment*. Princeton, NJ: Princeton University Press.

PEER-REVIEWED ARTICLES (* EQUAL AUTHORSHIP; † STUDENT CO-AUTHOR)

Ranganathan, Aruna, and **David S. Pedulla***. Forthcoming. "Work-Family Programs and Nonwork Networks: Within-Group Inequality, Network Activation, and Labor Market Attachment." *Organization Science*.

Pedulla, David S., and Michael J. Donnelly*. Forthcoming. "The Politics of Part-Time Work: Gender, Employment Status, and Preferences for Redistribution." *Politics & Gender*.

Pedulla, David S., and Devah Pager. 2019. "Race and Networks in the Job Search Process." *American Sociological Review* 84(6):983-1012. [Lead Article]

Pedulla, David S., and Katariina Mueller-Gastell+. 2019. "Nonstandard Work and the Job Search Process: Application Pools, Search Methods, and Perceived Job Quality." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 5(4):130-258.

Pedulla, David S. 2018. "How Race and Unemployment Shape Labor Market Opportunities: Additive, Amplified, or Muted Effects?" *Social Forces* 96(4):1477-1506.

Pedulla, David S. 2016. "Penalized or Protected? Gender and the Consequences of Nonstandard and Mismatched Employment Histories." *American Sociological Review* 81(2):262-289.

- Selected Media Coverage: *Wall Street Journal, Time, Fortune, The Atlantic, CBS News*
- ASA, Inequality, Poverty, and Mobility Section, Outstanding Article Award (Honorable Mention)
- ASA, OOW Section, James D. Thompson Award (Honorable Mention)

Thébaud, Sarah, and **David S. Pedulla***. 2016. "Masculinity and the Stalled Revolution: How Gender Ideologies and Norms Shape Young Men's Responses to Work-Family Policies." *Gender & Society* 30(4):590-617.

Deterding, Nicole M., and **David S. Pedulla***. 2016. "Educational Authority in the 'Open Door' Marketplace: Labor Market Consequences of For-profit, Nonprofit, and Fictional Educational Credentials." *Sociology of Education* 89(3):155-170. [Lead Article]

Pedulla, David S., and Sarah Thébaud*. 2015. "Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint." *American Sociological Review* 80(1):116-139.

- Selected Media Coverage: *New York Times, Today Show, Huffington Post, Chicago Tribune, Boston Globe, New York Post, New Republic*

Pager, Devah, and **David S. Pedulla**. 2015. "Race, Self-Selection, and the Job Search Process." *American Journal of Sociology* 120(4):1005-1054. [Lead Article]

Pedulla, David S. 2014. "The Positive Consequences of Negative Stereotypes: Race, Sexual Orientation, and the Job Application Process." *Social Psychology Quarterly* 77(1):75-94.

- ASA, Section on Sexualities, Best Graduate Student Paper Award
- SSSP, Racial and Ethnic Minorities Division, Graduate Student Paper Award (Honorable Mention)

Owens, Lindsay A., and **David S. Pedulla***. 2014. "Material Welfare and Changing Political Preferences: The Case of Support for Redistributive Social Policies." *Social Forces* 92(3):1087-1113.

- Pacific Chapter of the American Association for Public Opinion Research, Student Paper Award

Pedulla, David S. 2013. "The Hidden Costs of Contingency: Employers' Use of Contingent Workers and Standard Employees' Outcomes." *Social Forces* 92(2):691-722.

- ASA, Inequality, Poverty, and Mobility Section, Outstanding Graduate Paper Award (Honorable Mention)
- SSSP, Labor Studies Division, Harry Braverman Award
- Society for the Advancement of Socio-Economics, Graduate Student Paper Award

Pedulla, David S. 2012. "To Be Young and Unemployed." *New Labor Forum* 21(3):26-36.

CHAPTERS & OTHER ARTICLES

- Pedulla, David S.** 2018. "Emerging Frontiers in Audit Study Research: Mechanisms, Variation, and Representativeness." Pp. 179-195 in *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*, ed. S. Michael Gaddis. New York: Springer.
- Pedulla, David S.**, and Katherine S. Newman. 2011. "The Family and Community Impacts of Underemployment." Pp. 233-250 in *Underemployment: Psychological, Economic, and Social Challenges*, ed. Douglas C. Maynard and Daniel C. Feldman. New York: Springer.
- Pager, Devah, Bruce Western, and **David S. Pedulla**. 2009. "Employment Discrimination and the Changing Landscape of Low-Wage Labor Markets." *The University of Chicago Legal Forum* 317-345.

BOOK REVIEWS

- Pedulla, David S.** 2014. *Flawed System/Flawed Self: Job Searching and Unemployment Experiences* – by Ofer Sharone. *Work and Occupations* 41(4):515-518.
- Pedulla, David S.** 2011. *Those Who Work, Those Who Don't: Poverty, Morality, and Family in Rural America* – by Jennifer Sherman. *International Journal of Urban and Regional Research* 35(1):213-214.
- Pedulla, David S.** 2011. *Longing and Belonging: Parents, Children and Consumer Culture* – by Allison Pugh. *Accounts: The Newsletter of the ASA's Economic Sociology Section* 10(2):4.
- Pedulla, David S.** 2010. *The Good Temp* – by Vicki Smith and Esther B. Neuwirth. *Social Forces* 89(1):355-357.

PUBLIC WRITING

- Pedulla, David S.** 2020. "Diversity and Inclusion Efforts That Really Work." *Harvard Business Review*.
- Pedulla, David S.** 2020 (Editor). "What Works? Evidence-Based Ideas to Increase Diversity, Equity, and Inclusion in the Workplace."
- Pedulla, David S.** 2020. "If Post-Coronavirus Hiring Practices Don't Change, it Will be Devastating for Many Workers Being Laid Off Now." *MarketWatch*.
- Pedulla, David S.** 2018. "Discrimination." *State of the Union: Gender Inequality*. Stanford University: Center on Poverty and Inequality.
- Pedulla, David S.** 2016. "We Need to Look Beyond Unemployment to Fix Labor Market Inequality." *The Conversation*.
- Pager, Devah, and **David S. Pedulla**. 2015. "How Minority Job Seekers Battle Bias in the Hiring Process." *Time.com* and *The Conversation*.
- Thébaud, Sarah, and **David S. Pedulla**. 2015. "The Benefits to a Paid Family Leave Law That Nobody Is Talking About." *Huffington Post*.
- Owens, Lindsay, and **David S. Pedulla**. 2012. "Economic Hardship, Political Attitudes, and the 2012 Election." *Russell Sage Foundation Blog: Election 2012 Series*.

Pedulla, David S. 2010. "Missing the Meso-Micro Link: On the Need for Better Employer-Employee Matched Data." *Accounts: The Newsletter of the ASA's Economic Sociology Section*.

O'Brien, Rourke, and **David S. Pedulla***. 2010. "Beyond the Poverty Line." *Stanford Social Innovation Review* 8(4):30-35.

Newman, Katherine S., and **David S. Pedulla**. 2010. "An Unequal-Opportunity Recession." *The Nation*.

O'Brien, Rourke, and **David S. Pedulla**. 2009. "Self-Sufficiency Stalled." *The Boston Herald*.

GRANTS & FELLOWSHIPS

EXTERNAL

2016 - 2020 W.K. Kellogg Foundation, "Identifying and Reducing Job Discrimination," Principal Investigator (with Devah Pager)

2018 - 2020 Washington Center for Equitable Growth, "The Organizational Bases of Discrimination," Principal Investigator (with Devah Pager)

2017 - 2019 Russell Sage Foundation, "The Organizational Bases of Discrimination," Principal Investigator (with Devah Pager)

2016 NSF-Funded Time-Sharing Experiments for the Social Sciences, "Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns," (with Sarah Thébaud)

2015 - 2016 Work and Family Researchers Network, Early Career Fellowship

2014 - 2015 UC-Davis Center for Poverty Research, "The Organizational Context of Employment Scarring," \$29,239, Principal Investigator

2013 - 2015 Russell Sage Foundation, "Race, Gender, and the Supply-Side Dynamics of Labor Market Placement," Co-PI (with Devah Pager)

2012 National Science Foundation, Doctoral Dissertation Improvement Grant, "The Impacts of Underemployment in the New Economy," Co-PI (with Devah Pager)

Horowitz Foundation for Social Policy, "Precarious Work and the New Economy," Principal Investigator

Employment Instability, Family Well-Being, and Social Policy Network at the University of Chicago, "Precarious Work and the New Economy: Consequences for Workers' Future Labor Market Outcomes," Principal Investigator

NSF-Funded Time-Sharing Experiments for the Social Sciences, "Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint," (with Sarah Thébaud)

2011 NSF-Funded Time-Sharing Experiments for the Social Sciences, “The Mechanisms of Discrimination: How Sex, Gender Role, and Sexual Orientation Treatments Impact Evaluations of Black Male Job Applicants”

2008 National Science Foundation Graduate Research Fellowship (Honorable Mention)

INTERNAL

2018 - 2019 Institute for Research in the Social Sciences (IRiSS), Faculty Fellow

2017 - 2018 United Parcel Service Endowment Fund at Stanford, “How Organizations and Customers Shape Racial Discrimination in Urban Labor Markets,”

2016 - 2017 Beyond Bias Faculty Fellow, Clayman Institute for Gender Research, Stanford University

2015 - 2016 Population Research Center, UT-Austin, Seed Grant, “The Organizational Determinants of Gender Inequality at Work”

2015 University of Texas at Austin, Summer Research Assignment, “The Organizational Context of Employment Scarring”

2012 - 2014 Fellowship of Woodrow Wilson Scholars, Princeton University

2012 Center for African American Studies, Princeton University, Doctoral Dissertation Research Grant

Department of Sociology, Princeton University, Dissertation Improvement Grant

2011 Center for the Study of Social Organization, Princeton University, Graduate Research Award

Department of Sociology Travel Grant, Princeton University

Program in Social Policy Travel Grant, Princeton University

2010 Marion J. Levy Fellowship, Princeton University

Department of Sociology Travel Grant, Princeton University

Global Network on Inequality Fellowship to fund research at Fafo Institute for Labour and Social Research in Oslo, Norway

2009 Princeton University Fellowship

Department of Sociology Travel Grant, Princeton University

2008 A. Watson Armour, III ’33 Centennial Fellowship, Princeton University

Center for Human Values Top-Up Grant, Princeton University

AWARDS & HONORS

- 2017 American Sociological Association, Inequality, Poverty, and Mobility Section, Outstanding Article Award (Honorable Mention)
- 2014 American Sociological Association, Organizations, Occupations, and Work Section, James D. Thompson Award for Best Graduate Student Paper (Honorable Mention)
- 2014 Society for the Study of Social Problems, Poverty, Class, and Inequality Division, Graduate Student Paper Award
- 2013 American Sociological Association, Section on Sexualities, Best Graduate Student Paper Award
- 2013 Pacific Chapter of the American Association for Public Opinion Research, Student Paper Award
- 2012 Society for the Advancement of Socio-Economics, Graduate Student Paper Award
- Society for the Study of Social Problems, Racial and Ethnic Minorities Division, Graduate Student Paper Award (Honorable Mention)
- UCIRHRP, Labor and Employment Relations Association, Best Student Paper Award (Finalist)
- 2011 American Sociological Association, Inequality, Poverty, and Mobility Section, Outstanding Graduate Paper Award (Honorable Mention)
- Society for the Study of Social Problems, Labor Studies Division, Harry Braverman Award
- 2010 Distinction on Qualifying Exams, Department of Sociology, Princeton University
- 2004 Finneran Commencement Award: The highest award given to a graduating senior in the College of Arts and Sciences at Boston College
- Patrick J. Durcan Award: The highest award given by the Department of History at Boston College to a graduating senior

OTHER AWARDS & HONORS:

Martin Luther King, Jr. Award of Promise (2007), Congressman John Joseph Moakley Award for International Service (2004), Phi Beta Kappa (2004), Cross and Crown Honors Society (2004), Boston College Career Center Non-Profit Internship Grant (2003), Phi Alpha Theta – History Honors Society (2003), Dean’s Scholar Award (2003), Ford Motor Scholarship Winner – Golden Key Honors Society (2003), Dean’s List (2000-2004).

INVITED PRESENTATIONS

Harvard University, Kennedy School of Government (2019, 2020)
Boston University, Management and Organizations Department and Sociology Department (2019)
MIT Sloan School of Management, Work and Organization Studies Seminar (2019)

University of California, Berkeley, Institute for Research on Labor and Employment (2018)
 Columbia University, Center for the Study of Wealth and Inequality Seminar Series (2018)
 University of Southern California, Center for Economic and Social Research (2018)
 Stanford University, Center on Poverty and Inequality, State of the Union (2018)
 Harvard University, Gender Inequality Workshop (2017)
 Stanford University, SCANCOR Seminar Series (2017)
 University of California, Los Angeles, Sociology of Gender Working Group (2017)
 Brown University, Population Studies and Training Center, Race and Inequality Series (2017)
 University of California, Berkeley, Department of Sociology (2017)
 University of Chicago, Booth School of Business, Organizations and Markets Workshop (2017)
 University of California, Berkeley, Haas School of Business, MORS Seminar (2016)
 University of Wisconsin, Madison, Demography Seminar (2016)
 University of California, Irvine (2016)
 American Society of Plant Biology, Women in Plant Biology Committee (2016)
 UC-Davis, Center for Poverty Research and Sociology Department (2016)
 Cornell University, Dept. of Policy Analysis and Management/Cornell Population Center (2016)
 Saint Louis University, Public Law Review Symposium (2016)
 Stanford University, Department of Sociology, Economic Sociology Workshop (2015)
 UC-Davis, Center for Poverty Research, Realities and Opportunities in Low Wage Labor Markets (2015)
 UT-Austin, Population Research Center (2015)
 UT-Austin, Department of Psychology (2015)
 Stockholm University, Department of Sociology (2014)
 MIT Sloan School of Management, Institute for Work and Employment Research (2014)
 University of Texas at Austin, Department of Sociology (2013)
 University of Chicago, Department of Sociology (2013)
 Stanford University, Graduate School of Business (2013)
 University of Toronto, Department of Sociology (2013)
 Boston College, Department of Sociology (2013)
 Boston University, Department of Sociology (2013)

CONFERENCE PRESENTATIONS

“Firm Characteristics, Gender Sorting, and Labor Market Inequality” (with Katariina Mueller-Gastell).

- Population Association of America Annual Meeting (non-presenter) (Austin, TX), 2019

“Geographic Space and a Woman’s Place: The Gendered Relationship Between Geographic and Economic Mobility” (with Katariina Mueller-Gastell).

- Population Association of America Annual Meeting (non-presenter) (Austin, TX), 2019

“Organizations as Equalizers? Employer-Provided Childcare, Maternal Employment Quality, and the Limits of Family-Based Networks” (with Aruna Ranganathan).

- American Sociological Association Annual Meeting (Philadelphia, PA), 2018
- Population Association of America Annual Meeting (Denver, CO), 2018
- Academy of Management Annual Meeting (non-presenter) (Atlanta, GA), 2017

“The Politics of Part-Time Work: Gender, Employment Status, and Preferences for Redistribution” (with Michael Donnelly)

- American Sociological Association Annual Meeting (Philadelphia, PA), 2018
- Population Association of America Annual Meeting (Chicago, IL), 2017

- “Nonstandard Work and the Job Search Process: ‘Mixed’ Application Pools, Demographic Differences, and Search Methods” (with Katariina Mueller-Gastell).
- Russell Sage Foundation (New York, NY), 2018
- “When do Work-Family Policies Work for Men and Women? Unpacking the Effects of Formal Policies and Informal Practices.” (with Sarah Thébaud)
- Population Association of America Annual Meeting (Chicago, IL), 2017
- “How Race and Unemployment Shape Labor Market Opportunities: Additive, Amplified, or Muted Effects?”
- American Sociological Association Annual Meeting (Seattle, WA), 2016
- “Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns” (with Sarah Thébaud).
- Work and Family Researchers Network Conference (Washington, DC), 2016
- “It Takes a Job to Get a Job: Race, Networks, and Finding Work” (with Devah Pager).
- American Sociological Association Annual Meeting (non-presenter) (Seattle, WA), 2016
 - Population Association of America Annual Meeting (non-presenter) (Washington, DC), 2016
- “Human Capital, Signaling, or Uncertainty? The Labor Market Consequences of For-Profit and Non-Profit Educational Credentials” (with Nicole Deterding).
- American Sociological Association Annual Meeting (Chicago, IL), 2015
- “Sexual Orientation Discrimination in the Workplace: What We Know and Where We’re Heading.”
- American Sociological Association Annual Meeting (Chicago, IL), 2015
- “Race, Gender, and Unemployment Scarring.”
- Population Association of America Annual Meeting (San Diego, CA), 2015
- “Penalized or Protected? The Consequences of Non-Standard Employment Histories for Male and Female Workers.”
- Population Association of America Annual Meeting (San Diego, CA), 2015
 - IZA/IFAU Conference on Labor Market Policy Evaluation (Uppsala, Sweden), 2014
- “New Scars for the New Economy? Gender and the Consequences of Non-Standard Employment Histories.”
- American Sociological Association Annual Meeting (San Francisco), CA, 2014
 - Sorensen Memorial Conference at Columbia University, 2013
 - The Eastern Sociological Society Annual Meeting, 2013
- “The Non-Additive Effects of Group Membership: Exploring the Case of Race and Sexual Orientation.”
- Stanford University Group Processes Conference (Palo Alto), 2014
- “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint” (with Sarah Thébaud).
- Population Association of America Annual Meeting (non-presenter) (Boston), 2014
 - Work and Family Researcher Network Conference (New York, NY), 2014
 - American Sociological Association Annual Meeting (New York, NY), 2013

“The Positive Consequences of Negative Stereotypes: Race, Sexual Orientation, and the Job Application Process.”

- American Sociological Association Annual Meeting (Denver, CO), 2012
- Society for the Study of Social Problems Annual Meeting (Denver, CO), 2012
- Eastern Sociological Society Annual Meeting (New York, NY), 2012

“Employment, Income, and Preferences for Redistribution: A New Empirical Test” (with Lindsay A. Owens).

- American Sociological Association Annual Meeting (Denver, CO), 2012
- Eastern Sociological Society Annual Meeting (New York, NY), 2012

“Race, Self-Selection, and the Job Search Process” (with Devah Pager).

- American Sociological Association Annual Meeting (non-presenter) (Las Vegas, NV), 2011

“The Hidden Costs of Contingency: Employers’ Use of the Contingent Workers and Standard Employees’ Outcomes.”

- Society for the Advancement of Socio-Economics Annual Meeting (Cambridge, MA), 2012
- Society for the Study of Social Problems Annual Meeting (Las Vegas, NV), 2011
- American Sociological Association Annual Meeting (Atlanta, GA), 2010
- Annual Meeting of the Eastern Sociological Society (Boston, MA), 2010

TEACHING EXPERIENCE

STANFORD UNIVERSITY

GRADUATE:

- Sociology of Work and Employment (SOC 328), Instructor (Winter 2018)
- Experimental Methods in the Social Sciences (SOC 304), Instructor (Spring 2017, 2019)

UNDERGRADUATE:

- Foundations of Social Research (SOC 180A), Instructor (Winter 2017, 2018, 2019)

UNIVERSITY OF TEXAS AT AUSTIN

GRADUATE:

- Fundamentals of Research Methods (SOC 387J), Instructor (Fall 2015)
- Experimental Methods in Sociology (SOC 387C), Instructor (Spring 2015)

UNDERGRADUATE:

- Introduction to Social Research (SOC 317M), Instructor (Fall 2014, Spring 2015, Spring 2016)

PRINCETON UNIVERSITY

UNDERGRADUATE:

- Sociological Research Methods (SOC 301), Teaching Assistant (Fall 2010)
- The Sociological Perspective (SOC 101), Teaching Assistant (Fall 2009)

PROFESSIONAL ASSOCIATIONS

American Sociological Association (2008 - Present)

- Section Member: Economic Sociology; Organizations, Occupations, and Work; Inequality, Poverty, and Mobility

PROFESSIONAL SERVICE

DISCIPLINARY SERVICE

- *American Sociological Review*, Editorial Board (2019 - 2022)
- Russell Sage Foundation, Future of Work Advisory Committee (2020 -)
- Shift Project, Advisory Board (2018 -)
- ASA, Section on Organizations, Occupations, and Work, Council Member (2016 - 2019)
- ASA, Chair, OOW Section, Scott Award Committee (2017)
- ASA, Session Discussant, "Fatherhood, Parental Leave and Gender Inequality" (2017)
- PAA, Session Discussant, "Employment Trajectories and Life Course Outcomes" (2017)
- PAA, Session Organizer, "Race, Gender and Labor Market Inequalities" (2017)
- ASA, Member, OOW Section, Thompson Award Committee (2016)
- PAA, Session Discussant, "Gender, Race, and Labor Market Dynamics" (2016)
- ASA, Section on Inequality, Poverty, and Mobility, Conference Roundtable Organizer (2016)
- PAA, Session Chair, "Gender, Work and Family: The Influence of Social Context" (2015)
- ASA, Section on Sexualities, Graduate Student Paper Award Committee (2014)
- ASA, Section on Inequality, Poverty, and Mobility, Council Member (2012 - 2014)
- ASA, Economic Sociology Section Newsletter, Editorial Board Member (2010 - 2011)

DEPARTMENT & UNIVERSITY SERVICE

- Stanford, Center on Poverty and Inequality, Discrimination Research Group Co-Leader (2016 -)
- Stanford, Department of Sociology, Colloquium Committee (2017, 2018, 2019)
- Stanford, Department of Sociology, Job Market Placement Advisor (2018, 2019)
- Stanford, Department of Sociology/Woods Institute, Environmental Sociology Search (2017)
- UT-Austin, Department of Sociology, Graduate Admissions Committee (2015)
- UT-Austin, Department of Sociology, Faculty Recruitment Committee (2015)
- UT-Austin, Population Research Center, Postdoc Selection Committee (2014)
- Princeton University, Princeton University, Graduate Admissions Committee (2013)