

SANDRA SUSAN SMITH

Daniel & Florence Guggenheim Professor of Criminal Justice, Harvard Kennedy School
Carol K. Pforzheimer Professor at the Radcliffe Institute
Professor of Sociology
Harvard University

EDUCATION

Ph.D. Sociology, University of Chicago, 1998
M.A. Sociology, University of Chicago, 1994
B.A. History-Sociology, Columbia University, 1992

RESEARCH INTERESTS

Urban poverty & joblessness, job search, race & ethnicity, trust, social capital & social networks, re-entry and the front end of criminal case processing

PROFESSIONAL APPOINTMENTS

2020- Harvard University
Daniel & Florence Guggenheim Professor of Criminal Justice, Harvard Kennedy School
Incoming Director, Malcolm Wiener Center for Social Policy
Faculty Chair, Program on Criminal Justice Policy and Management
Carol K. Pforzheimer Professor at the Radcliffe Institute
Professor of Sociology

2004-20 University of California-Berkeley
Chair, Department of Sociology (2018-20)
Professor, Department of Sociology (2017-20)
Interim Director, Institute for Research on Labor and Employment (2017-18)
Faculty Affiliate, Institute for Research on Labor and Employment (2004-20)
Faculty Affiliate, Center for Urban Ethnography (2007-20)
Faculty Affiliate, Center for the Study of Law and Society (2017-20)
Associate Professor, Department of Sociology (2008-17)
Assistant Professor, Department of Sociology (2004-08)

2000-04 New York University
Assistant Professor, Department of Sociology

1998-00 University of Michigan
Ford Foundation Postdoctoral Fellow, Poverty Research and Training Center

PUBLICATIONS

BOOKS AND EDITED/JOURNAL VOLUMES

The Criminal Justice System as a Labor Market Institution, co-editor (with Jonathan Simon), *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 6(1), Mar 2020.

Lone Pursuit: Distrust and Defensive Individualism among the Black Poor. New York: Russell Sage Foundation, 2007.

ARTICLES AND BOOK CHAPTERS

[The Current State of Bail Reform in the United States: Results of a Landscape Analysis of Bail Reforms Across All 50 States](#). HKS Faculty Research Working Paper Series, December 2021 (with Isabella Jorgensen as first author).

“Exploring the Causal Mechanisms Linking Pretrial Detention and Future Criminal Justice Involvement,” pp. 88-109 in the *The Handbook on Pretrial Justice* (with Cathy Hu), *DCS Handbook on Corrections & Sentencing, Volume 6 (Pretrial Justice)*, edited by Jennifer Copp, Stephen DeMuth, and Christine Scott-Hayward, 2021.

“Self-Verification, Trust, and Social Capital Mobilization” (with Jasmine Sanders), In *Personal Networks: Classic Readings and New Directions*, edited by Brea L. Perry, Bernice Pescosolido, Mario L. Small, and Ned Smith, 2021.

“[Using Social and Behavioural Science to Support COVID-19 Pandemic Response](#)” (with Van Bavel, J. J., Baicker, K., Boggio, P. S., Capraro, V., Cichocka, A., Cikara, M., Crockett, M. J., Crum, A. J., Douglas, K. M., Druckman, J. N. Drury, J., Dube, O., Ellemers, N., Finkel, E. J., Fowler, J. H., Gelfand, M., Han, S., Haslam, S. A., Jetten, J., Kitayama, S., Mobbs, D., Napper, L. E., Packer, D. J., Pennycook, G., Peters, E., Petty, R. E., Rand, D. G., Reicher, S. D., Schnall, S., Shariff, A., Skitka, L. J., Smith, S. S., Sunstein, C. R., Tabri, N., Tucker, J. A., van der Linden, S., Van Lange, P. A. M., Weeden, K. A., Wohl, M. J. A., Zaki, J., Zion, S. & Willer, R.), *Nature Human Behaviour*, 2020.

“Exclusion and Extraction: Criminal Justice Contact and the Reallocation of Labor” (with Jonathan Simon), *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 6 (1) 1-27, March 2020.

“Searching for Work with a Criminal Record” (with Nora Broege), *Social Problems*. 0:1-25, 2019.

“Change’ Frames and the Mobilization of Social Capital for Formerly Incarcerated Job Seekers.” *DuBois Review*. 15(2): 387–416, 2018.

“Unpacking Pretrial Detention: An Examination of Patterns and Predictors of Readmissions” (with Jaeok Kim, Preeti Chauhan, Olive Lu, and Meredith Patten), *Criminal Justice Policy Review*. 1-25, May 2018.

Shackled to Debt: Criminal Justice Financial Obligations and the Barriers to Reentry They Create. New Thinking in Community Corrections Bulletin (with Karin D. Martin and Wendy Still), Washington, D.C.: U.S. Department of Justice, National Institute of Justice, 2017. NCJ 249976, 2017.

“Want, Need, Fit: Logics of Assistance and the Job-Matching Process,” (with Kara A. Young), *Work and Occupations*. 44(2): 171-209, 2016.

“Exploring the Challenges Former Prisoners Face Finding Work,” 2016. Chapter 10 in *Boys and Men in African American Families*, edited by Linda M. Burton, Dorian Burton, Susan M. McHale, Valerie King, and Jennifer Van Hook, 2016.

“Job-Finding among the Poor: Do Social Ties Matter?” *Oxford Handbook of Poverty and Society*, edited by Linda M. Burton and David Brady. New York: Oxford University Press, 2015.

“Intraracial Harassment on Campus: Explaining Within and Between-Group Differences?” (with Jennifer Jones), *Ethnic and Racial Studies*, First published on: 18 January 2011 (iFirst).

“Race and Trust.” *Annual Review of Sociology* 36: 453-75, 2010.

“A Test of Sincerity: How Black and Latino Service Workers Make Decisions about Making Referrals.” *The Annals of the American Academy of Political and Social Sciences*, 629: 30-52, 2010.

“A Question of Access or Mobilization? Understanding Inefficacious Job Referral Networks among the Black Poor,” in *Social Capital: Advances in Research*, edited by Nan Lin and Bonnie Erickson. New York: Oxford University Press, 2008.

“Examining the Impact of Welfare Reform, the Economic Expansion, and the Earned Income Tax Credit on the Employment of Black and White Single Mothers.” (with Mary Noonan and Mary Corcoran) *Social Science Research* 36:95-130, 2007.

“Don’t put my name on it’: (Dis)Trust and Job-Finding Assistance among the Black Urban Poor.” *American Journal of Sociology* 111(1):1-57, 2005. *Lead Article;

Spotlighted in Contexts: Understanding People in Their Social Worlds, Volume 5, No. 2.

“Exploring the Efficacy of African-Americans’ Job Referral Networks: A Study of the Obligations of Exchange around Job Information and Influence.” *Ethnic and Racial Studies* 26(6): 1029-1045, 2003.

“Expectations of Campus Racial Climate and Social Adjustment among African-American College Students” Pp. 93-118 in C. C. Yeaky (Series Ed.) and W. R. Allen, M. B. Spencer, and C. O’Connor (Vol. Eds.), *African American Education: Race, Community, Inequality and Achievement – A Tribute to Edgar G. Epps*. Oxford, UK: Elsevier Science (with Mignon Moore as first author), 2001.

“Intraracial Diversity and Relations among African Americans: Feelings of Closeness among Black Students at a Predominantly White University,” (with Mignon Moore) *American Journal of Sociology* 106(1):1-39, 2000. *Lead Article.

“Mobilizing Social Resources: Race, Ethnic, and Gender Differences in Social Capital and Persisting Wage Inequalities.” *The Sociological Quarterly* 41(4):509-537, 2000. *Lead Article.

Reprinted in the college text, Prejudice and Discrimination in America: A Book of Readings, 2001, edited by Juan Gonzales. Dubuque, Iowa: Kendall/Hunt Publishing Company.

BOOK REVIEWS AND RESEARCH NOTES

[“It’s time for Massachusetts to eliminate cash bail: Reforms in criminal justice reform law didn’t go far enough,”](#) with Isabella Jorgensen, *Commonwealth Magazine*, April 30, 2022.

[“What happens when jurors are disproportionately white? Not justice,”](#) with Geraldine S. Hines and Nina Chernoff, *The Boston Globe*, April 12, 2022.

[“The Limits of Ban-the-Box Legislation,”](#) with Christopher Herring, Policy Brief: Institute for Research on Labor and Employment, 2022.

[“SJC takes big step backward on racial justice,”](#) with Deborah Ramirez, *Commonwealth Magazine*, February 13, 2022.

[“Boston’s gang database should be dismantled,”](#) with Felix Yaw Owusu and Stacey Borden, *The Boston Globe*, January 31, 2022.

[“We’ve seen these proposed Boston police reforms before — they don’t work.”](#) *The Boston Globe*, October 16, 2020.

[“The Massachusetts Bail Fund is on the right side of the law — and justice.”](#) *The Boston Globe*, August 18, 2020.

[“These protests feel different, but we have to be realistic. There's a long road ahead.”](#) *The Guardian*, June, 14, 2020.

“Getting It So Wrong, Making It Right,” *Poverty & Race: Poverty & Race Research Action Council* 27(1): 7-8, Jan-Mar 2018.

Review of *The Long Shadow: Family Background, Disadvantaged Urban Youth, and the Transition to Adulthood*, by Karl L. Alexander, Doris Entwisle, and Linda Olson (New York: Russell Sage Foundation Rose Series Volume) in *American Journal of Sociology* 121(5), 2016.

“Traumatic Loss in Low-Income Communities of Color,” *Focus* 31(1): 32-4, 2014.

Review of *Unanticipated Gains: Origins of Network Inequality in Everyday Life*, by Mario Luis Small (New York: Oxford University Press) in *Sociological Forum* 26(4): 951-56, 2011.

“Culturally Resistant and Defeated?” *Spotlight on Poverty and Opportunity: The Source for News, Ideas, and Action*, September 14th, 2011.

Review of *Categorically Unequal: The American Stratification System*, by Douglas S. Massey (New York: Russell Sage Foundation) in *Contemporary Sociology* 37(3): 235-6, 2008.

Review of *Desegregating the City: Ghettos, Enclaves, & Inequality* (SUNY Series in African American Studies), edited by David P. Varady (New York: State University of New York Press, 2005) in *Social Forces* 87(1), 2007.

Review of *Working and Growing Up in America*, by Jeylan T. Mortimer (Cambridge, MA: Harvard University Press, 2004) in *Social Forces* 84(1): 610-612, 2005.

Review of *The Minority Rights Revolution*, by John D. Skrentny (Cambridge, MA: Belknap Press of Harvard University Press, 2002) in *Contexts* (summer): 65-6, 2004.

Review of *Civility in the City: Blacks, Jews, and Koreans in Urban America*, by Jennifer Lee (Cambridge, MA: Harvard University Press, 2002) *Social Forces* 81(4): 1520, 2001.

“Exploration into the Efficacy of the Job Referral Networks of Low-Income African Americans” *Focus* 21(3): 23, 2001.

Review of *A Poverty of Imagination: Bootstrap Capitalism, Sequel to Welfare Reform*, by David Stoesz (Wisconsin: University of Wisconsin Press, 2000), *American Journal of Sociology* 107(2): 513-515, 2001.

“An Exploration into the Efficacy of African Americans’ Job Referral Networks” *African American Research Perspectives* 5(1): 38-46, 1999.

UNDER REVISION

The Cultural Logics of Job-Matching Assistance (Russell Sage Foundation).

WORKS-IN-PROGRESS

The Difference A Day Makes: Considering How Pretrial Detention Informs Future Criminal Justice Involvement (a book project)

Does Ban-the-Box Matter TO the Justice-Involved? (a book project)

GRANTS

How Nonprosecution of Misdemeanor Offenses Differentially Affects Penal System Outcomes by Race/Ethnicity in Two Jurisdictions, Arnold Ventures, \$447,887, 2022-2024.

Why Prosecuting Nonviolent Misdemeanor Offenses Yields Poorer Outcomes, Russell Sage Foundation, \$143,341, 2022-23.

Assessing the Impact of Automatic Record Clearance in California, New Venture Fund, \$50,000, 2021-2022.

Perceptions and Experiences of the Formerly Incarcerated with Ban-the-Box, Russell Sage Foundation Presidential Grant, Future of Work, \$35,000, 2019-20.

Summer Research Program in Race at Berkeley Sociology, UC-HBCU Pathways Initiative Grant, \$326,511, 2019-2022.

Perceptions and Experiences of the Formerly Incarcerated with Fair Chance Employment Initiatives, GSR funding from the Institute for Research on Labor and Employment, UC Berkeley, \$20,000, 2019-20.

Exclusion and Extraction: Criminal Justice Contact and Labor Reallocation, Conference funding from the Institute for Research on Labor and Employment, UC Berkeley, \$15,000, 2019-20.

“*The Criminal Justice System as a Labor Market Institution*,” A journal issue of *RSF: The Russell Sage Foundation Journal of the Social Sciences*, with Jonathan Simon. \$35,000, 2019-2020.

Perceptions and Experiences of the Formerly Incarcerated with Fair Chance Employment Initiatives, GSR funding from the Institute for Research on Labor and Employment, UC Berkeley, \$20,000, 2018-19.

Pretrial Diversion and Detention: How Offenders' Experiences Shape Future Involvement with Crime, The Laura and John Arnold Foundation, \$941,326, 2016-2018.

The Paradoxical Racial Gap in American Optimism, Institute for Research on Labor and Employment, UC Berkeley, \$14,324, 2014-15.

Traumatic Loss in Low-Income Communities of Color

- Institute for the Study of Societal Issues, UC Berkeley, \$5,000, 2013-14.
- Berkeley Population Center, \$10,000, 2014-15.

Logics of Assistance: Why Job Contacts Help and Why They Don't, Institute for Research on Labor and Employment, UC Berkeley, \$6,217, 2012-13.

Negotiating Race on the Job in a Post-Racial Society, Institute for Research on Labor and Employment, UC Berkeley, \$1,000, 2012-13.

Working Group on Poverty and Race, Institute for Research on Labor and Employment, UC Berkeley, \$1,794, 2012-13.

Explaining Racial & Ethnic Differences in Rates of Ethnic Entrepreneurship. Lester Center for Entrepreneurship and Innovation, Haas School of Business, UC Berkeley, \$25,011, 2008.

Why Blacks Help Less: A Proposal to Study Racial and Ethnic Differences in the Risks and Costs of Providing Assistance. Russell Sage Foundation Project Award, \$49,210, 2007.

Exploring Racial and Ethnic Differences in the Mobilization of Social Resources for Job-Finding. Hellman Family Faculty Fund, University of California, Berkeley, \$25,000, 2007.

University of California, Berkeley COR Research Faculty Grant (\$2,500), 2007.

Exploring the Efficacy of African-Americans' Job Referral Networks: A Study of the Obligations of Exchange Around Information and Influence. University Research Challenge Fund (URCF), New York University, \$12,000, 2002.

An Exploration of the Efficacy of African Americans' Job Referral Networks. Seed grant from the Center for Advanced Social Science Research, New York University, \$2,500, 2000.

Low-Income African Americans' Conception of Work Opportunity and the Good Job. Research Supplement Grant, Program on Poverty and Public Policy, University of Michigan, \$29,200, 1999.

Employment Status and Outcomes as a Function of Social Capital: The Case of Whites, Blacks, and Latinos in the Greater Boston Area. National Science Foundation Doctoral Dissertation Research Improvement Grant, \$4,200, 1997.

Exchange Scholar, Department of Sociology, Harvard University, 1996-97

Issues of Identity for Black Students at Predominantly White Colleges and Universities. Spencer Foundation Mentor Research Grant, \$10,000, 1995.

Pre-doctoral Fellow, Consortium on Institutional Cooperation (CIC), 1992-97

CONFERENCE PARTICIPATION AND INVITED LECTURES

2022

Panelist, New York State Bail Reform Conference, John Jay College of Criminal Justice, May 13th.

“The Social Costs of Pretrial Detention,” Harvard Radcliffe Institute, May 11th.

2021

Panelist, California Policy Lab Virtual Event on Criminal Justice: The Future of Cash Bail in California, June 17th.

Panel moderator, “Commutation: A Time for Mercy,” Massachusetts Bar Association, June 10th.

Panel moderator, “How We Incarcerate Young People: A Conversation about Policy and Neuroscience,” Radcliffe Institute, Harvard University, June 10th.

Panel moderator, William Monroe Trotter Collaborative for Social Justice at Harvard Kennedy School, “Achieving Our Country: A College of Citizen Activism.” May 20th.

“The Difference A Day Makes,” Public Safety Performance Project of the Pew Charitable Trusts, May 11th.

Panelist, Georgetown Law School Panel on the Defund the Police Movement, “Decoding Defund the Police, From Slogan to Strategy.” April 22nd.

Panelist, National Academies Workshop on Racial Inequality in Criminal Justice, “Pretrial Detention as a Driver of Racial Inequality,” April 15th.

Panelist, An Evidence-based Approach to Pre-trial Detention and Its Harmonisation in Europe, Webinar 3: Exploring the Impact of (Judicial) Culture on the Use of Pretrial Detention and Its Alternatives, Maastricht University, April 1st.

“Mobilizing Social Capital for Pretrial Release”

- Kirkland House, Harvard College, March 26th.
- London School of Economics Methodology Seminar, March 25th.
- MIT Economic Sociology Seminar, March 17th.
- Harvard Social Demography Seminar, March 11th.

“Race and Pretrial Detainees’ Trajectories of Social and Economic Well-Being,” Presidential Thematic Session: Economic Inequality in the Wake of COVID-19. Eastern Sociological Association Annual Conference, February 19th.

“Delayed, Deteriorated, and Shackled to the Bottom: Former Pretrial Detainees’ Mobility Trajectories,”
Presley Center, UCRiverside, February 18th.

Panelist, Radcliffe Institute Program: Maximizing Livelihood in Critical Areas of US Social Policy, February 4th.

2020

Panelist, Bipartisan Program for Newly Elected Members of Congress. *Including all Americans in our Economy and Society*. Harvard Kennedy School, December 14.

Panelist, [Zócalo Public Square](#), *Reforming and Reimagining Policing*, in partnership with the University of Toronto, December 10.

Webinar Panelist, Policy Advice for the Biden-Harris Administration. Harvard Kennedy School, November 10.

“How the Formerly Incarcerated Perceive Ban-the-Box Policies and Why It Matters”

- Presentation to Mid-Career MPPs, Harvard Kennedy School, June 22.
- Presentation to ...Harvard Kennedy School, June 30.

Organizer, Symposium, Exclusion and Extraction: Criminal Justice Contact and Labor Reallocation, April 16-17th. *Cancelled*.

“The Difference A Day Makes”

- University of California-Riverside, March 12th. *Postponed*.
- MIT Sloan School, March 18th. *Postponed*.
- Presentation to Mid-Career MPPs, Kennedy School of Government, Harvard University, June 22.
- Presentation to ...Kennedy School of Government, Harvard University, June 30.

2019

“The Difference A Day Makes”

- Harvard Kennedy School, October 8th.
- University of Washington, West Coast Poverty Center Seminar Series, November 18-19.

“Self-Verification, Trust, and Social Capital Mobilization”

- Personal Networks: Frontiers of Ego-Network Analysis Conference, Northwestern University, September 26-27.

“The Overrepresentation of Persons with Co-Occurring Disorders in the Criminal Justice System: Exploring the Role of Procedural Injustices”

- Department of Sociology, University of California-Merced, February 7th.
- Pacific Sociological Association, Oakland, CA, March.
- Department of Sociology, University of California-San Diego, April 11th.

- Law and Society Conference, Washington, DC, May.
- ASA Conference, New York, NY, August.

“Navigating Pretrial Detention: Social Capital Mobilization during the Critical First Days in Jail”

- Pacific Sociological Association, Oakland, CA, March.
- Law and Society Conference, Washington, DC, May.
- ASA Conference, New York, NY, August.

2018

Discussant, Center for the Study of Law and Society Book Event: *Misdemeanorland: Criminal Courts in an Age of Broken Windows Policing*, by Issa Kohler-Hausmann, CSLS UC Berkeley, November 2nd.

Discussant, “Pros and Cons of Designing a Job Guarantee Program,” Bill Spriggs, Institute for Research on Labor and Employment, University of California, Berkeley, September 6th.

“Perceptions and Experiences of the Formerly Incarcerated with Fair Chance Employment Initiatives”

- Institute for Research on Labor and Employment, University of California, Berkeley, June 13th.

“Rethinking the Relationship between Procedural Justice, Legal Cynicism, and Police Legitimacy: What We Can Learn from the Experiences of Individuals with Co-Occurring Disorders”

- Department of Sociology, University of California, Los Angeles, March 22nd.
- Center for the Study of Law and Society, University of California, Berkeley, April 23rd.

Discussant, “The Political Economy of Intervention: Education and Biomedicine in the Neoliberal Era,” Institute for the Study of Societal Issues, Graduate Fellows Program Workshop, April 26th.

Discussant, “Homophily, Networks, and Labor Markets Panel,” Hiring and Organizations Conference, Stanford University, March 16-17th.

Panelist, “Black Lives Matter & Criminal Justice Reform,” Race & Inequality in America: The Kerner Commission at 50 Conference, University of California-Berkeley, Feb 27th-March 1st.

2017

Panelist, “Social, Family and Health Context for Low-Income Men Panel.” Promoting Working and Well-Being Among Low-Income Men Workshop. Washington, D.C., November 15th.

Panelist, Cities and Universal Basic Income Convening, Stanford University, September 13th.

Panelist, "How We Talk About It," Economic Security Project's Second Workshop and Cash Conference, San Francisco, October 18th.

Panelist, “What Do We Know about the Relationship between Employment, Crime, and Desistance.” Producing Prisoners: Criminal Justice and the Labor Market Conference, Columbia University, May 19th.

2016

“Searching for Work with a Criminal Record.”

- Department of Sociology, University of California, Davis, April 1st.
- Berkeley-Stanford Conference, “Why is there so much inequality?,” April 15th.
- Mini-Conference on Population and Incarceration, Berkeley Demography and Population Science, December 12th.

2015

Discussant, “Boys and Men in African American Families—Staying on Track: Family Roles and the Role of Families in the Well-Being of African American Men.” Annual Symposium on Family Issues, Penn State University, October 26-27.

“Want, Need, Fit: Logics of Assistance and the Job-Matching Process.”

- International Social Networks Conference (Sunbelt) XXXV, Brighton, UK, June 23-28.
- Cornell University, Center for the Study of Inequality and Africana Studies and Research Center, September 18th (*Invited*).
- Harvard University Multidisciplinary Program in Inequality and Social Policy, October 20th (*Invited*).

Presider, Regular Session: Social Capital and the Community, Annual Meetings of the American Sociological Association, August 23rd.

“When Who-You-Know Helps and When They Don’t.” Department of Sociology, University of California-Berkeley CalDay Event, April 18th.

“How Tie Strength Shapes Job Contacts’ Decisions to Make Referrals.” Department of Sociology, University of North Carolina-Chapel Hill, February 18th (*Invited*).

2014

Author Meets Critic Session, *Ain’t No Trust: How Bosses, Boyfriends, and Bureaucrats Fail Low-Income Mothers and Why It Matters* (California Press, 2013), by Judith A. Levine. Annual Meetings of the American Sociological Association, San Francisco, CA, August 17, 2014.

Thematic Session Organizer, Presider, and Panelist: Networks of Need in the Age of Economic and Social Precarity. Annual Meetings of the American Sociological Association, San Francisco, CA, August 16, 2014.

“Traumatic Loss in Low-Income Communities of Color,” *Poverty, Policy, and People: 25 Years of Research and Training at the University of Michigan*, April 11th (*Invited*).

2013

Aspen Institute Forum on Innovations in Early Childhood, Los Altos, CA, September 25-26.

Organizer and Presider, Author Meets Critic Session for *Both Hands Tied: Welfare Reform and the Race to the Bottom of the Low-Wage Labor Market*, by Jane L. Collins and Victoria Mayer, Annual Meetings of the American Sociological Association, August.

Organizer and Presider, Thematic Session on American Beliefs about Inequality, Opportunity, and Mobility, Annual Meetings of the American Sociological Association, August.

“Why Blacks Help Less.”

- Haas School of Business, MORS Colloquium, University of California, Berkeley, March 5th (*Invited*).
- Department of Sociology, Johns Hopkins University, October 28th (*Invited*).

2012

Participant, Aspen ThinkXChange Conference, Aspen, Colorado, October 8-10, 2012. The theme of the 2012 ThinkXChange is the power and potential of two-generation approaches, which focus on creating opportunities for and addressing the needs of both vulnerable parents and children together. (*Invited*).

Panelist, Author Meets Critic Session. *Hobos, Hustlers, and Backsliders: Homeless in San Francisco* (Minnesota Press, 2010), by Teresa Gowan.

Thematic Session Organizer: Race and Racial Justice. Annual Meetings of the American Sociological Association, Denver, CO.

Author Meets Critic Session Organizer, *Living the Drama: Community, Conflict, and Culture among Inner-City Boys* (Chicago Press, 2010), by David Harding. Annual Meetings of the American Sociological Association, Denver, CO.

“Why Blacks Help Less.”

- Keynote Speaker, 19th Annual “Eyes on the Mosaic” Race Conference, Minority Graduate Student Association, University of Chicago, May 5th (*Invited*).
- MIT-Harvard Economic Sociology Seminar, Massachusetts Institute of Technology, October 3rd (*Invited*).
- Institute for Research on Labor and Employment, University of California, Berkeley, October 29th (*Invited*).

“When Weak Ties Help and Strong Ties Don’t.”

- Department of Sociology, University of Pennsylvania, March 28th (*Invited*).
- Social Theory and Evidence Workshop & the Center for the Study of Race, Culture, and Politics, University of Chicago, April 19th (*Invited*).

“Searching for Work with a Criminal Record.”

- Center for the Study of Law and Society, University of California, Berkeley, February 6th.
- Department of Sociology, University of California, Irvine, February 17th (*Invited*).
- Department of Sociology and Anthropology, Colgate University, March 8th (*Invited*).
- Institute for Research on Labor and Employment, University of California, Berkeley, April 9th (*Invited*).

2011

“Logics of Assistance: When Weak Ties Help and Strong Ties Don’t.” Harvard Inequality & Social Policy Seminar Series, John F. Kennedy School, Harvard University, September 26 (*Invited*).

“Poverty in America.” National Emerson Hunger Fellows Program. Washington, D.C., August 25th (*Invited*).

“How Race and Class Shape the Form and Content of Social Capital Activation.” Department of Political Science and Sociology, Norwegian University of Science and Technology, Trondheim, Norway, April 28th (*Invited*).

“The Role of Motivation and Reputation in the Job Search Process”

- Department of Political Science and Sociology, Norwegian University of Science and Technology, Trondheim, Norway, April 27th (*Invited*).
- Department of Sociology, Political Science, and Community Planning, University of Tromsø, Tromsø, Norway, April 29th (*Invited*).

Critic Panelist of *Hobos, Hustlers and Backsliders: Homeless in San Francisco*, by Teresa Gowan, The Ann Lucas Lecture Series in Law and Justice, Department of Justice Studies, San Jose State University, April 21st.

2010

“Poverty in America.” National Emerson Hunger Fellows Program. Washington, D.C., August 26th (*Invited*).

“Race of the Coder Effects.” Annual Meetings of the Association of Black Sociologists, Atlanta, Georgia, August (*Invited*).

“Searching for Work with a Criminal Record.”

- Annual Meetings of the Pacific Sociological Association, Oakland, CA, April.
- Annual Meetings of the American Sociological Association, Atlanta, Georgia, August.

“A Test of Sincerity: How Black and Latino Blue-Collar Workers Make Decisions about Making Referrals.” Department of Sociology, University of British Columbia, January 12th. (*Invited*).

2009

“The Obligation to Give? (Dis)Trust and Exchange among the Black Poor, Then and Now.” *All Our Kin Symposium* at Yale University, May 1-2 (*Invited*).

“Searching for Work with a Criminal Record?” (with Laura Mangels), Social Research on Race Conference: Building Bridges across the Academic Pipeline. Department of Sociology, Indiana University, March 27-29. (*Invited*).

“A Test of Sincerity: How Black and Latino Blue-Collar Workers Make Decisions about Making Referrals.”

- The Center for Advanced Study in the Behavioral Sciences, Stanford University, March 6th;
- Department of Sociology, Stanford University, April 16th (*Invited*).
- African American Policy Forum Writer's Retreat, Negril, Jamaica, May 3-11th;
- Princeton University, Dilemma of Inequality Series, Joint Degree Program, December 1-2. (*All Invited*).

2008

“Jobholders’ Prerogatives: How Black and Latino Workers Make Decisions about Making Referrals.”

- Department of Sociology, University of Michigan Sociology, December 3rd (*Invited*).
- Culture and Poverty Conference, University of Chicago, December 4-5 (*Invited*).

Critic on Author Meets Critic Session of Douglas S. Massey’s *Categorically Unequal: The American Stratification System* at the Annual Meetings of the American Sociological Association, Boston, MA, August (*Invited*).

Organizer and Presider of Thematic Session, *Worlds Without Work: African Americans and the Crisis of Joblessness* at the Annual Meetings of the American Sociological Association, Boston, MA, August (*Invited*).

Organizer of the Regular Session on “Social Capital” to be held at the American Sociological Association’s 103rd Annual Meeting in Boston, MA, August 1-4 (*Invited*).

Discussant, Thematic Session, *From Welfare and Work to Work, Not Welfare: How Poor Families Get By in the Post-Welfare Decade* at the Annual Meetings of the American Sociological Association, Boston, MA, August (*Invited*).

“Risk, Reputation, and the Stigma of Race during the Job Finding Process.”

- Department of Sociology, Harvard University, Cambridge, MA, April 8th (*Invited*).
- Comparative Center for Race and Ethnicity and the Enhancing Diversity for Graduate Education Program, Stanford University, May 13th (*Invited*).
- PPIA Junior Summer Institute, University of Michigan, June 11th (*Invited*).
- Goldman School of Public Policy, UC Berkeley, September 24th (*Invited*).

“Intra-racial Harassment on America’s College & University Campuses,” UC Berkeley Diversity Students Alliance, UC, Berkeley (*Invited*).

Martin Luther King, Jr. Commemoration, National Poverty Center, University of Michigan, Ann Arbor, MI, January 21 (*Invited*).

2007

“Reconstituting Blackness” and “Intraracial Harassment on America’s College Campuses.” Papers presented at the Center for the Study of Race and Gender, University of California, Berkeley, with Jennifer Jones (*Invited*).

Discussant, *Racing the Republic: Ethnicity and Inequality in France in American and World Perspective*. An International and Interdisciplinary Conference at the University of California, Berkeley, September 7-8 (Invited).

“Risk, Reputation, and the Stigma of Race: Reproducing Inequality through Within-Group Micro-level Processes.” Paper presented in the Social Inequality and Social Mobility Thematic Session at the Annual Meetings of the American Sociological Association, New York, NY, August (Invited).

“What Who-You-Know Will Do for You: Racial and Ethnic Differences in Receipt of Proactive Assistance.” Paper presented at Annual Meetings of the International Sunbelt Social Network Conference, Corfu, Greece, May.

“I like doing things on my own’: Ironies of Individualism among Black Poor Jobseekers,” Paper presented at the Department of Sociology Colloquium Series, University of California, Davis, February (Invited).

2006

“Lone Pursuit: How Poor Black Men Look for Jobs.” Paper presented at the Consortium for Women and Research, Labor and Labor Organizing, University of California, Davis, November 9th (Invited).

“Fear of Selling Out and the Performance of Race Consciousness.” Paper presented at the Annual Meetings of the Pacific Sociological Association, Hollywood, California, April (with Jennifer Jones).

“A Question of Access or Mobilization? Understanding Inefficacious Job Referral Networks among the Black Poor.”

- Paper presented at the Annual Meetings of the American Sociological Association, Montreal, Quebec, Canada, August;
- Sunbelt XXVI International Social Networks Conference, Vancouver, British Columbia, Canada, April.

“I like doing things on my own’: Ironies of Individualism among Black Poor Jobseekers,” Paper presented at the Department of Sociology Colloquium Series, Northwestern University, March (Invited).

“Exploring Gender Differences in the Mobilization of Social Capital for Job-Finding.” Paper presented at the Inequality Workshop, Department of Sociology, Northwestern University, March (Invited).

2005

“I like doing things on my own’: Ironies of Individualism among Black Poor Jobseekers”

- Institute for Research on Poverty Summer Research Workshop, University of Wisconsin, Madison, June 21st;
- Institute for Industrial Relations Colloquium Series, May 2nd.

“Exploring the Role of the State in Pervasive Distrust among the Black Poor,” National Poverty Center, University of Michigan, Ann Arbor, MI, April.

2003

“Don’t put my name on it’: (Dis)Trust and Job-Finding Assistance among the Black Urban Poor”

- Russell Sage Foundation, New York City, February 5;
- Department of Sociology, University of California, Berkeley, April (*Invited*).
- Institute for Research on Poverty Summer Research Workshop, University of Wisconsin, Madison, June;
- Current Research on the Low-Income Population, June 18th;
- National Poverty Center, University of Michigan, Ann Arbor, November.

“Are the Black Urban Poor Really Socially Isolated?” Paper presented at the International Social Networks Conference, Cancun, Mexico, February.

Panelist, Author Meets Critics: Elizabeth Higginbotham, *Too Much to Ask: Black Women in the Era of Integration* (University of North Carolina, 2001). Annual Meetings of the Eastern Sociological Society, Philadelphia, PA, February-March.

Discussant, Stratification: Sources of Stratification. Annual Meetings of the Eastern Sociological Society, Philadelphia, PA, February-March.

2002

“We need to know who’s with us and who’s not’: Intraracial Conflict, Race Consciousness, and What it Means to be Black,” (with Mignon Moore). Paper presented at the Annual Meetings of the American Sociological Association, Chicago, IL, August.

“Exploring the Efficacy of Low-income African Americans’ Job Referral Networks: A Study of Obligations of Exchange around Job Information and Influence.” Findings presented at the Poverty Research and Training Center, University of Michigan, March 15.

2001

Panelist, ‘Is America (Still) a Monochromatic Society?’ Organized by The Communitarian Network and sponsored by The Department of Sociology, New York University, October 22 (*Invited*).

“Obligations of Exchange and Job Referral Networks with Low-Income African American Communities.” Paper presented at the Annual Meetings of the Association of Black Sociologists, Anaheim, CA, August.

2000

“Feelings of Closeness and Distance among Black Students at a Predominantly White University.” Paper presented at the University of Michigan’s Department of Sociology, Ann Arbor, Michigan, December (*Invited*).

“Explaining Employment Growth among Black and White Single Mothers, 1990-1999,” (with Mary Noonan and Mary Corcoran). Paper presented at the Annual Meetings of the American Sociological Association, Washington, DC, August.

1999

“Black and White Women in the 1990s Expansion: The Effect of Changes in Federal Policies, State Welfare Policies, and Area Economic Conditions on Employment and Earnings,” (with Mary Noonan and Mary Corcoran). Paper presented at the 21st Annual Association for Public Policy Analysis and Management Fall Research Conference, Washington, DC, November.

“The Influence of Social Resources on Wages: Racial, Ethnic, and Gender Differences in Job Contact’s Characteristics and Method of Influence.” Paper presented at the Annual Meetings of the American Sociological Association, Chicago, IL, August.

“Feelings of Closeness and Distance among Black Students at a Predominantly White University” (with Mignon R. Moore).

- Paper presented at the Annual Meetings of the American Sociological Association, Chicago, IL, August;
- Department of Sociology, Rutgers University, New Brunswick, NJ, November (*Invited*);
- Department of Sociology, New York University, New York, NY, November (*Invited*);
- Department of Sociology, Stanford University, Palo Alto, CA, November (*Invited*).

1997

“The Effect of Network Structure and Composition on the Odds of Employment for the Urban Poor: Interracial Comparisons.” Paper presented at the Annual Meetings of the American Sociological Association, Toronto, Canada, August.

“What It Means to be Black: Intra-racial Alienation among Black Students at a Predominantly White College” Paper presented at the Annual Meetings of the American Sociological Association, Toronto, Canada, August.

1995

“Poverty Concentration and Social Networks: Implications for Joblessness.” Paper presented Annual Meetings of the American Sociological Association, Washington, DC, August.

AWARDS AND FELLOWSHIPS

Elected Member, the Sociological Research Association, 2020

Fellow, Center for Advanced Study in the Behavioral Sciences (CASBS), 2008-09

Hellman Family Faculty Fund Award, UC Berkeley, 2007-08

Visiting Scholar, Russell Sage Foundation, 2002-03

Graduate Instructor of the Year, Department of Sociology, NYU, 2001-02

Visiting Minority Scholar, Institute for Research on Poverty, Wisconsin, 2001

Kluge Presidential Fellow, Columbia University, 1998

Mendenhall Fellow, Department of Sociology, Smith College, 1997-98

Ford Foundation Dissertation Fellowship-Offer declined, 1997

COURSES TAUGHT

Introduction to Sociology (UG)

Qualitative Interviewing (G)

Race and Ethnic Inequality (G & UG)

Race and Racism (G)
Race, Class, & Incarceration in America (UG)
Social Inequalities (UG)
Sociology of Poverty (G & UG)
Social Networks and Inequality (G)
Sociology of the Job Contact (UG)

SERVICE

DEPARTMENT

Chair of the Department, 2018-2021; Personnel Committee Chair, 2011-12, 2012-13, 2017-18; Member, 2012-13; Admissions Committee Chair, 2009-10; Admissions Committee Member, 2004-05, 2006-07; Ad Hoc Committee on the Graduate Program Chair, 2009-10; Awards Committee, 2015-16; Colloquium Organizers, 2016-17; Committee on Academic Progress, 2010-11 and 2015-16; Job Placement Workshop Organizer, 2010-11; Race Workshop Organizer, 2009-11.

UNIVERSITY

Co-Faculty Lead and Special Advisor to the Provost on Climate and Mentoring, 2019-2020; R&C Pedagogy Task Force, 2019; Faculty Leadership Academy, 2019; Strategic Initiatives Working Group: Lighting the Way to the Public Research University of the Future, 2019; Sexual Violence and Sexual Harassment Peer Review Committee, 2017-2019; Interim Director, Institute for Research on Labor and Employment, 2017-18; Task Force on Course Evaluation, 2016; Committee on Committees, Member, 2015-2016; Race and Poverty Book Group, Organizer, ISSI, 2014-15; Committee on the Status of Women and Ethnic Minorities (SWEM), 2011-15; University of California Affirmative Action and Diversity Committee, Berkeley Divisional Representative, 2012-13; Task Force on Student Conduct, 2010-11; American Cultures Subcommittee, Member, 2009-11; Advisory Board Member, Center for Race and Gender; Advisory Board Member, Institute for Research on Labor and Employment; Advisory Board Member, Institute for Governmental Studies; Ad Hoc Committees on Promotion Cases (5).

PROFESSIONAL

Advisory Boards:

ACLU Massachusetts, 2022-present; Pretrial Justice Institute, 2022-2024; Family Independence Initiative/UpTogether, 2021-2022; WorkRise, Leadership Board for Research-to-Action Collaborative on Workers, Jobs, and Economic Mobility, 2020-2022; Family Self-Sufficiency Research Technical Working Group of the Office of Planning, Research, and Evaluation, 2020-2023; Laura and John Arnold Foundation, Pretrial Research Advisory Board, 2018-2019; Y Combinator Research's Basic Income Project Advisory Board, 2017-present; National Advisory Board, Misdemeanor Justice Project, 2015-present; University of California Criminal Justice & Health Consortium, 2016-2017; Executive Session on Community Corrections, Harvard University, John F. Kennedy School of Government, 2013-2016.

Council Memberships:

ASA Section Inequality, Poverty, and Mobility Chair-Elect and Chair, 2014-2016; ASA Section, Inequality, Poverty, and Mobility, 2011-2014; ASA Council, 2009-2012; Racial and Ethnic Minorities Section of the ASA, 2001-2004.

Editorial Boards:

American Journal of Sociology Book Review Editorial Board, 1995-1996; *American Journal of Sociology*, Consulting Editor, 2006-2008; *American Sociological Review* Deputy Editor, 2012-2015, Editorial Board,

2011-2012, 2001-2004; *Context*, Editorial Board, 2005-2008; RSF: *The Russell Sage Foundation Journal of the Social Sciences*, 2019-2022; *Sociological Science*, Consulting Editor, 2013-2014.

Book Manuscript Reviewer:

Greenwood Publishing Group; Oxford University Press; and Routledge Press.

Fellowship Application Reviewer:

Center for the Advanced Study in the Behavioral Sciences, Stanford University; France-Berkeley Fund Annual Grant Competition, UC-Berkeley; National Poverty Center Postdoctoral Fellowship; Russell Sage Foundation Visiting Scholars Program; and Center for Engaged Scholarship.

Journal Referee:

American Educational Research Journal, *American Journal of Sociology*, *American Sociological Review*, National Science Foundation, *Organization Science*, *Social Forces*, *Social Networks*, *Social Problems*, *Social Science Research*, *Sociological Forum*, *Sociological Inquiry*, *Sociological Perspectives*, *Symbolic Interaction*.