

Koji Chavez

CONTACT INFORMATION	One Brookings Drive, Harry and Susan Seigle Hall, Room 220 St. Louis, MO 63130-4899	(314) 935-2758 kchavez@wustl.edu
RESEARCH INTERESTS	Ethnicity and gender, e(valuation) in elite hiring, cultural matching, status characteristics and stereotypes, experimental design	
EDUCATION	Stanford University , Stanford, CA Ph.D., Sociology, Summer 2016 <ul style="list-style-type: none">• Dissertation: <i>How Employers Hire Women, Immigrants, and the Educationally Elite: Meritocracy, Egalitarianism, and Cultural Fit in a Silicon Valley High Technology Firm.</i>• Department Advisor: David B. Grusky, Ph.D.• Dissertation Committee Chair: Jesper B. Sørensen, Ph.D. M.A., Sociology, Spring 2011 <ul style="list-style-type: none">• 2nd Year Paper Topic: <i>The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector</i>• Advisor: David Grusky, Ph.D. University of California, Santa Barbara , Santa Barbara, CA B.A., Economics and Spanish (Double Major), June 2007 <ul style="list-style-type: none">• <i>Magna Cum Laude, Phi Beta Kappa</i>, and Distinction in the Major of Economics• Honors Thesis Topic: <i>Determining Factors of Fluctuations in Elementary School Populations</i>• Advisor: Rod Garratt, Ph.D.	
RESEARCH EXPERIENCE	Postdoctoral Research Associate Washington University in St. Louis Supervisors: Adia Harvey Wingfield, Ph.D.	Autumn 2016 to Current
	Research Assistant Stanford Center on Poverty and Inequality Stanford University Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.	Autumn 2015 to Current
	Research Assistant Stanford Center on Poverty and Inequality Stanford University Supervisors: David Grusky, Ph.D. and Chris Wimer, Ph.D.	Summer 2010 to Summer 2013
	Research Assistant Sociology Department Stanford University Supervisors: Corey Fields, Ph.D.	Autumn 2010 to Spring 2011
PUBLISHED ARTICLES	<ol style="list-style-type: none">1. Chavez, Koji, Chris Wimer, David M. Betson, and Lucas Manfield. Forthcoming. "Medical Needs and Poverty Among the Elderly Population: The Role of Out-Of-Pocket Medical Expenditures and Annuitized Assets under the Supplemental Poverty Measure." <i>Social Security Bulletin</i>.2. Chavez, Koji. Forthcoming "Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring." Forthcoming. <i>Academy of Management Best Papers Proceedings, 77th Annual Meeting of the Academy of Management Atlanta, GA</i>.	

- BOOK CHAPTERS
1. **Chavez, Koji** and Adia Harvey Wingfield. Forthcoming. "Racializing Gendered Interactions." In *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.
 2. **Chavez, Koji** and Beth Red Bird. 2015. "Occupational Closure and Immigrant Economic Incorporation." 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.
- OTHER PUBLICATIONS
1. Danziger, Sheldon, **Koji Chavez**, Erin Cumberworth. October, 2012. "Poverty and the Great Recession." *A Great Recession Brief*. Stanford, CA: Stanford Center on Poverty and Inequality.
- SUBMITTED JOURNAL PUBLICATIONS
1. **Chavez, Koji**. "Asian Americans Getting a Job: The Social Exclusion of the Foreign Educated in Mainstream Hiring." Submitted to *Sociological Science*.
 2. Schaumberg, Becky, **Koji Chavez**, Anna Merrit, and Frank Flynn. "Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance." Submitted to *Journal of Personality and Social Psychology*.
- PAPERS IN PREPARATION
1. **Chavez, Koji** "Conscious Unbias: How Decision-Makers Use Flexible Meritocracy to Achieve Gender Equality in Hiring."
 2. **Chavez, Koji**. "Employers' Use of Elite Educational Credentials as a Contested Process in Elite Hiring."
 3. **Chavez, Koji**, David B. Grusky, Marybeth Mattingly, Beth Red Bird, Charles Varner, and Chris Wimer. "A Technical Report on the Data and Methods Used to Construct the Frequent Measures of Economic Hardship." To be released Fall 2017 by the Stanford Center on Poverty and Inequality.
 4. Fields, Corey, **Koji Chavez**, Marion Coddou. "The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality."
- AWARDS AND FELLOWSHIPS
- Conference Awards — Thinking Gender Conference 2015
- Catalyst Award April 2015
- Student Awards — Sociology Department, Stanford University
- Barbara and Sandy Dornbusch Award for the Contribution to the Understanding or Solution to a Social Problem June 2012
- Fellowships
- Diversifying Academia, Recruiting Excellence (DARE) Fellow Autumn 2013 - 15
 - National Poverty Fellow Sep 2011 to present
 - EDGE-SBE Fellow Sep 2009 to present
- Grants
- VPGE Diversity Dissertation Research Opportunity Dec 2013
 - Graduate Research Opportunity Funds Dec 2013

SCHOLARLY
PRESENTATIONS

Conference Presentations

- “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. Aug 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. Aug 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. Aug 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. July 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. Apr 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. Aug 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. Aug 2015
- “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” Academy of Management, Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada. Aug 2015
- “The Myth of Gender Equality in Hiring.” WISE Research Roundtable. Stanford WISE Ventures, Stanford University. April 2015
- “Gendered Pathways to the Job Offer.” Thinking Gender Conference. Center for the Study of Women, University of California, Los Angeles. April 2015
- “How Rich are the Elderly Poor? Examining Assets Among the Elderly Using the Supplemental Poverty Measure.” Association for Public Policy Analysis & Management, Global Challenges, New Perspectives. Albuquerque, NM. Nov 2014
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” American Sociological Association, Poverty and Mobility Roundtable. San Francisco, CA. Aug 2014
- “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” Poverty and Inequality in the 21st Century Conference. Tohoku University, Sendai, Japan. June 2014
- “Women in the Engineering Pipeline: Why gender (and nativity) still matter in the ‘most egalitarian’ industry” Corporate Partner Program, Michelle R. Clayman Institute for Gender Research. Stanford, CA. May 2014
- “Occupational Closure and Immigrant Economic Incorporation.” Institute for Research on Labor and Employment. University of California, Los Angeles, Los Angeles, CA. May 2013
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Research Committee on Social Stratification RC28. Trento, Italy. May 2013
- “The Making of a Second-Order Meritocracy: The Underpinnings of a Pro-Immigrant Bias in the Primary Sector.” American Sociological Association, New Perspectives on Immigration Roundtable. Denver, CO. Aug 2012
- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Society for the Study of Social Problems. Denver, CO. Aug 2012

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

Department Presentations

- “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” Stanford Sociology Department. Palo Alto, California Apr 2012

TEACHING EXPERIENCE	Instructor	Fall 2017
	Soc 3232 - The Social Construction of Race Sociology Department, Washington University in St. Louis	
	Instructor	Spring 2017
	Soc 2550 - The Sociology of Work Sociology Department, Washington University in St. Louis	
	Teaching Assistant	Autumn 2011
	Soc 140 - Intro to Social Stratification Instructor: David Grusky, Ph.D. Sociology Department, Stanford University	
	Teaching Assistant	Winter 2010
	Soc 149 - The Urban Underclass Instructor: Michael Rosenfeld, Ph.D. Sociology Department, Stanford University	
	Teaching Assistant	Autumn 2010
	Soc 166 - Mexicans, Mexican Americans, and Chicanos Instructor: Tomas Jimenez, Ph.D. Sociology Department, Stanford University	

SERVICE	Social Chair, Sociology Department	Sept 2011–June 2012
	• Organized all social events within sociology department and between the sociology department and other departments	

REFERENCES	David B. Grusky	
	Professor	Phone: (650) 724-2437
	Sociology Department Stanford University	E-mail: grusky@stanford.edu
	Tomas Jimenez	
	Professor	Phone: (650) 724-2437
	Sociology Department Stanford University	E-mail: tjimenez@stanford.edu
	Corey Fields	
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