

Adia Harvey Wingfield
Mary Tileston Hemenway Professor in Arts & Sciences
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Education

2004	Ph.D.	Sociology, Johns Hopkins University
2000	M.A.	Sociology, Johns Hopkins University
1998	B.A.	English, Spelman College

Positions Held

2024-present	Assistant Vice Provost, Washington University in St. Louis
2022-present	Co-Director, Office of Public Scholarship, Washington University in St. Louis
2019-2024	Vice Dean for Faculty Development and Diversity, Washington University in St. Louis
2018-2019	Provost's Faculty Fellow, Washington University in St. Louis
2015- present	Professor of Sociology, Washington University in St. Louis
2012-15	Associate Professor of Sociology, Georgia State University
2011	Visiting Professor of Sociology, Rikkyo University, Tokyo, Japan
2006-12	Assistant Professor of Sociology, Georgia State University
2004-06	Assistant Professor of Sociology, Hollins University

Honors and Awards

Elected Member, American Academy of Arts & Sciences (AAAS), 2024.
Fellow, Canadian Institute for Advanced Research (CIFAR), 2024-2026.
Arthur Holly Compton Faculty Achievement Award, Washington University in St. Louis, 2022.
Cox-Johnson-Frazier Award, American Sociological Association, 2022
Distinguished Book Award, Race, Gender, and Class Section of the American Sociological Association, 2021.
Distinguished Career Award, Race, Gender, and Class Section of the American Sociological Association, 2021.
Honorable Mention, Zenobia L. Hikes Woman of Color in the Academy Award, 2020.
C. Wright Mills Award, Society for the Study of Social Problems, 2019.
Public Understanding of Sociology Award, American Sociological Association, 2018.
Distinguished Book Award, Race, Gender, and Class Section of the American Sociological Association, 2014.
Richard A. Lester Award for Outstanding Book in Labor Economics and Industrial Relations, Princeton University, 2013.

August 2025

Emerging Scholar, *Diverse: Issues in Higher Education*, 2013.
Distinguished Early Career Award, Section on Racial and Ethnic Minorities, American Sociological Association, 2012.
Outstanding Author Contribution, Emerald Literati Awards for Excellence, 2010.
Distinguished Article Award, Race, Gender, and Class Section, American Sociological Association, 2010.
Guest of Honor, “Celebrating Faculty Excellence,” Georgia State University, 2010.
Outstanding Junior Faculty Award, College of Arts and Sciences, Georgia State University, 2010.

Publications

Books

Adia Harvey Wingfield. *Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It*. New York, Amistad/Harper Collins, 2023.

- Starred review, *Publisher's Weekly*
- Editor's pick, *Library Journal*
- November Must-Read Book List, Next Big Ideas Club

Adia Harvey Wingfield. *Flatlining: Race, Work, and Health Care in the New Economy*. Berkeley, CA: University of California Press, 2019.

- Distinguished Book Award, Race, Gender, and Class Section of the American Sociological Association, 2021
- Winner, C. Wright Mills Award, Society for the Study of Social Problems (SSSP), 2019

Adia Harvey Wingfield, *No More Invisible Man: Race and Gender in Men's Work*. Philadelphia: Temple University Press, 2013.

- Distinguished Book Award, Race, Gender, and Class Section of the American Sociological Association, 2014
- Richard A. Lester Award for Outstanding Book in Labor Economics and Industrial Relations, Princeton University, 2013

Adia Harvey Wingfield and Joe Feagin, *Yes We Can? White Racial Framing and the Obama Presidency*. 2nd edition. New York: Routledge, 2012.

Adia Harvey Wingfield, *Changing Times for Black Professionals*. New York: Routledge, 2011.

Adia Harvey Wingfield and Joe Feagin, *Yes We Can? White Racial Framing and the 2008 Presidential Campaign*. New York: Routledge, 2009.

Adia Harvey Wingfield, *Doing Business with Beauty: Black Women, Hair Salons, and the Racial Enclave Economy*. Lanham, MD: Rowman and Littlefield, 2008.

Journal Articles & Book Chapters

(bold indicates graduate student or postdoctoral collaborator)

Adia Harvey Wingfield. “April 29, 1992.” In *Between Us: Stories about Healing Ourselves and Changing the World through Sociology*. Eds Marika Lindholm and Elizabeth Wood. Chicago: University of Chicago Press, 2024

Adia Harvey Wingfield. “Reconsidering ‘Positive Effects of Multiple Negatives’: Assessing the Sociological Study of Black Professional Women.” *American Journal of Sociology* 129 (3): 965-970, 2024

Adia Harvey Wingfield. “Pathways to Promotion: Obstacles and Opportunities for Women of Color in Academia.” Ch 12. In *Preparing for Full Professor: Critical Issues on Gender and Racial Equity in Research, Teaching, Service, and Policy Making*. Eds Caroline Turner and Christine Stanley. New York: Routledge, 2023.

Adia Harvey Wingfield. “Race, Repression, and the Future of New Labor Activism,” *Work & Occupations* 50 (30): 351-358, 2023.

Adia Harvey Wingfield. “Will America Work? Racial and Economic Equity in the Post-COVID World.” *Social Currents* 8 (6): 515-529, 2021

Adia Harvey Wingfield. “The (Un)Managed Heart: Racial Contours of Emotion Work in Gendered Occupations.” *Annual Review of Sociology* 47: 197-212, 2021

Adia Harvey Wingfield. “When Passion Serves a Purpose: Race, Social Networks, and Countering Occupational Discrimination.” Pp. 183-197. In *The Ecology of Purposeful Living Across the Lifespan: Developmental, Educational, and Social Perspectives*, Eds Anthony L. Burrow and Patrick L. Hill. New York: Springer, 2020.

Adia Harvey Wingfield and **Koji Chavez**. “Getting In, Getting Hired, Getting Sideways Looks: Organizational Hierarchy and Perceptions of Workplace Racial Discrimination.” *American Sociological Review* 85 (1): 31-57, 2020

Adia Harvey Wingfield. “‘Reclaiming Our Time’: Black Women, Resistance, and Rising Inequality.” *Gender & Society* 33 (3): 345-362, 2019

Adia Harvey Wingfield. “Views from the Other Side: Black Professionals’ Perceptions of Diversity Management.” In *Race, Work, and Leadership in the 21st Century*, Pp. 173-188. Eds Laura Morgan Roberts and David Thomas. Cambridge, MA: Harvard Business Publishing, 2019

Adia Harvey Wingfield. “School Daze: Patricia Hill Collins, a College Classroom, and a New Sociology of Race.” In *The Black Sociologist*, Pp. 101-112. Ed. Marcus Anthony Hunter. New York: Routledge, 2018.

Koji Chavez and Adia Harvey Wingfield. “Racializing Gendered Interactions.” *Handbook of the Sociology of Gender*. Pp. 185-197. Eds. Barbara Risman, Carissa Froyum, and William Scarborough. New York: Springer, 2018.

Adia Harvey Wingfield, Elizabeth Hodge-Freeman, and Lynn Smith-Lovin. “Does the Job Matter? Diversity Work and Racialized Stress.” Pp. 197-215. *Research in the Sociology of Work* 32, 2018.

Adia Harvey Wingfield, “Nurses Care, Doctors Cure: The Racial Construction of Work for Black Men in Gendered Occupations.” *Medicina Nei Secoli* (2018): 133-153.

Adia Harvey Wingfield, “Legal Outsiders, Strategic Toughness: Racial Frames and Counterframes in the Legal Profession.” Pp. 68-82. In *Systemic Racism: Making Liberty, Justice, and Democracy Real*, eds. Ruth Thompson-Miller and Kimberly Ducey. Palgrave MacMillan Press, 2017.

Adia Harvey Wingfield, “‘Separating the Women from the Girls’: Black Professional Men’s Perceptions of Women Colleagues.” Pp. 48-62. In *Gender (In)Equality: Stalled Revolutions and Shifting Terrains in the 21st Century*, eds. Shannon Davis, Sarah Winslow, and David Maume. Berkeley: University of California Press, 2017.

Ruth Zambrana, Adia Harvey Wingfield, Lisa M. Lapeyrouse, Brianna A. Davila, Tangere L. Hoagland, and Robert Burciaga Valdez, “Subtle and Intangible: Faculty Voices and Perceptions of Invisible Discriminatory Practices in Predominantly White Institutions.” *Sociological Inquiry* 87: 2 (2017): 207-232.

Adia Harvey Wingfield and **Taura Taylor**, “Race, Gender, and Class in the Entrepreneurial Process: Intersectional Counterframes and Black Business Owners.” *Ethnic and Racial Studies* 39 (2016): 1698-1718.

Adia Harvey Wingfield and **Taura Taylor**, “Entrepreneurship as Empowerment: Agency, Counterframing, and Black Business Owners’ Decision Making.” Pp. 21-36 in *Racism: Global Perspectives, Coping Strategies, and Social Implications*, ed. Tracey Lowell. Hauppauge, NY: Nova Science Publishers, 2014.

Adia Harvey Wingfield and John Harvey Wingfield, “When Visibility Hurts and Helps: Assessing Intersections of Race and Gender in Shaping Black Professional Men’s Experiences with Tokenism.” *Cultural Diversity and Ethnic Minority Psychology* 20:4 (2014): 483-490.

Adia Harvey Wingfield and **Ranell Myles**, “Still a Man’s World? Reconsidering Men Who Do ‘Women’s Work.’” *Sociology Compass* 8 (2014): 1206-1215.

Adia Harvey Wingfield, “Crossing the Color Line: Black Professional Men’s Development of Interracial Social Networks.” *Societies* 4 (2014): 240-255.

Adia Harvey Wingfield and **Renee Skeete Alston**, “Maintaining Hierarchies in Predominantly White Organizations: A Theory of Racial Tasks.” *American Behavioral Scientist* 58 (2014): 274-287.

- Reprinted in *Invisible Labor: Hidden Work in the Contemporary World*. Eds. Marion Crain, Winnie Poster, and Miriam Cherry. Berkeley: University of California Press, 2016.

Brandon Jackson and Adia Harvey Wingfield, “Getting Angry to Get Ahead: Black College Men, Emotional Performance, and Encouraging Racial Respectability.” *Symbolic Interaction* 36:3 (2013): 275-292.

Adia Harvey Wingfield and **Renee Alston**. “Feeling Rules.” Pp. 276-277 in *Sociology of Work: An Encyclopedia*. Ed. Vickie Smith. Thousand Oaks, CA: Sage Publications, 2013.

Griff Tester and Adia Harvey Wingfield, “Moving Past Picket Fences: The Meaning of Home for Public Housing Residents.” *Sociological Forum* 28 :1 (2013): 70-84.

Adia Harvey Wingfield, “Race, Gender, and Entrepreneurship Initiatives: Comparing Black Men’s and Women’s Use of Small Business Development Centers.” *Journal of Race and Policy* 8:1 (2012): 37-51.

Adia Harvey Wingfield and **Melinda Mills**, “Viewing Videos: Class Differences, Black Women, and Interpretations of Femininity.” *Race, Gender, and Class* 19:3 (2012): 348-367

Adia Harvey Wingfield and **Renee Alston**, “The Understudied Case of Black Professional Men: Advocating an Intersectional Approach.” *Sociology Compass* 6: 9 (2012): 728-739.

Adia Harvey Wingfield and Joe Feagin, “The Racial Dialectic: President Barack Obama and the White Racial Frame.” *Qualitative Sociology* 35: 2 (2012): 143-162.

Marlese Durr and Adia Harvey Wingfield, “Keep Your ‘N’ in Check! African American Women and the Interactive Effects of Etiquette and Emotional Labor.” *Critical Sociology* 37: 5 (2011): 557-571.

Adia Harvey Wingfield, “Caring, Curing, and the Community: Black Masculinity in a Feminized Profession.” Pp. 15-37 in *Research in the Sociology of Work: Gender & Sexuality in the Workplace*. Vol 20. Eds. Christine L. Williams and Kirsten Dellinger, London, Emerald Publishers 2010.

- Winner, Outstanding Author Contribution, Emerald Literati Awards for Excellence

Adia Harvey Wingfield, “Are Some Emotions Marked ‘Whites Only’? Racialized Feeling Rules in Professional Workplaces.” *Social Problems* 57: 2 (2010):

251-268.

- Reprinted in *Working in America: Continuity, Conflict, and Change in a New Economic Era*. Ed Amy Wharton. New York: Routledge, 2015.
- Abstracted in “Discoveries” section of *Contexts* magazine, Winter 2010.

Adia Harvey Wingfield, “Racializing the Glass Escalator: Reconsidering Men’s Experiences with Women’s Work.” *Gender & Society* 23:1 (2009): 5-26.

- Distinguished Article Award, Race, Gender, and Class Section, American Sociological Association, 2010.
- Reprinted in *Men’s Lives*, 10th edition. Eds. Michael S. Kimmel and Michael Messner. New York: Oxford University Press.
- Reprinted in *Gender Inequality*, 5th edition. Ed. Judith Lorber. New York: Oxford University Press, 2012.
- Reprinted in *Men’s Lives*, 9th edition. Eds. Michael S. Kimmel and Michael A. Messner. New York: Allyn Bacon Press, 2012.
- Reprinted in *Gender Through the Prism of Difference*, eds. Maxine Baca Zinn, Pierrette Hondagneu-Sotelo, and Michael Messner. New York: Oxford University Press, 2010.
- Reprinted in *The Gendered Society Reader*. Eds. Michael Kimmel and Amy Aronson. New York: Oxford University Press, 2010.
- Abstracted in “Discoveries” section of *Contexts* magazine, Summer 2009

Katrina Bell McDonald and Adia Harvey Wingfield, “(In)Visibility Blues: The Paradox of Visibility and Invisibility Among Minority Faculty at Independent Schools.” *Sociological Spectrum* 29: 1 (2008): 28-50.

Adia Harvey Wingfield, “Personal Satisfaction and Economic Improvement: Examining Working-Class Black Women’s Experiences with Entrepreneurship.” *Journal of Black Studies* 38:6 (2008): 900-915

Adia Harvey Wingfield, “The Modern Mammy and the Angry Black Man: African American Professionals’ Experiences with Gendered Racism in the Workplace.” *Race, Gender, & Class* 14: 2 (2007): 196-212.

Adia M. Harvey, “Becoming Entrepreneurs: Intersections of Race, Class, and Gender in the Black Beauty Salon.” *Gender & Society* 19:6 (2005): 789-881.

- Reprinted in *Race, Class, and Gender: An Anthology*, 7th edition. Eds. Margaret Andersen and Patricia Hill Collins. Belmont, CA: Wadsworth Press. 2010

William B. Harvey and Adia M. Harvey “A Bi-Generational Narrative on the Brown vs. Board Decision.” *Negro Education Review* 56:1 (2005).

- Reprinted in *The Promise of Justice: Essays on Brown vs. Board of Education*. Ed. Mac A. Stewart. Columbus, OH: Ohio University Press. 2008.

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William B. Harvey, Adia M. Harvey, and Mark King. "The Impact of the Brown vs. Board Decision on the Postsecondary Participation of African Americans." *Journal of Negro Education* 73: 3 (2004).

- Voted one of 2004's most scholarly articles published in the area of Southern history by the *Journal of Southern History*.

Mavis G. Sanders and Adia M. Harvey, "Beyond the School Walls: A Case Study of Principal Leadership for School-Community Collaboration." *Teachers College Record* 104: 7 (2002): 1345-1368.

Selected Blog Posts/Public Sociology

[How Gray Areas in Workplace Culture Drive Racial Inequality](#)

Time Magazine, October 23, 2023

[To Be Effective, Resurgent Labor Activism Must Address Workplace Racial Inequality](#)

London School of Economics Blog, April 28, 2023

[Do Your Company's Abortion Benefits Cover Your Most Vulnerable Workers?](#)

Harvard Business Review, July 8, 2022

[Women Are Advancing in the Workplace, But Women of Color Lag Behind](#)

Brookings Institute, October 2020

[We Built a Diverse Department in Five Years. Here's How.](#)

Harvard Business Review, July 1, 2020

[The Disproportionate Impact of COVID-19 on Black Health Care Workers in the US](#)

Harvard Business Review, May 14, 2020

[Abortion Bans Criminalize Doctors. For Black Physicians, the Risks are Even Higher](#)

Vox, March 3, 2020

[Racial Diversity or Racial Outsourcing?](#)

Marketplace, National Public Radio, July 24, 2019

[Abandoning Public Education Will Be Considered Unthinkable 50 Years from Now](#)

Vox, April 3, 2019

[How Employers Leave Black Workers Behind](#)

Brown Ambition Podcast, February 13, 2019

[How Organizations are Failing Black Workers—and How to Do Better](#)

Harvard Business Review, January 16, 2019

[When Black Men Are Harassed](#)

Slate, May 8, 2018

[Black Professional Men Describe What It's Like in the Gender Majority but the Racial Minority](#)

Harvard Business Review, April 11, 2018

[Racism is Stopping Black Men from Solving America's Nursing Problem](#)

Slate, November 27, 2017

[Are Universities Enabling Sexual Harassment and Assault?](#)

Inside Higher Ed, June 9, 2017

[The Failure of Race-Blind Economic Policy](#)

The Atlantic, February 16, 2017.

[About Those 79 Cents](#)

The Atlantic, October 17, 2016.

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[Researchers Find the Racial Wage Gap Has Grown](#)

All Things Considered with Michel Martin, National Public Radio, October 8, 2016.

[Faculty of Color and the Changing University](#)

Inside Higher Ed, September 9, 2016

[The Professional Burdens of Being a ‘Model Minority’](#)

The Atlantic, June 6, 2016

[Dear CEOs, Those Campus Racism Protests May Be Coming to Your Office](#)

Fortune, March 6, 2016

[The Unique Tensions of Couples Who Marry Across Classes](#)

The Atlantic, April 5, 2016

[Segregation Today, Segregation Tomorrow, Segregation Forever](#)

The Atlantic, February 4, 2016

[How ‘Service with a Smile’ Takes a Toll on Women](#)

The Atlantic, January 26, 2016

[The Plight of the Black Academic](#)

The Atlantic, December 15, 2015

[Sexual Innuendo in the ER](#)

The Atlantic, November 24, 2015

[Black Men: Women’s Allies at Tech Companies](#)

The Atlantic, November 10, 2015

[What Would it Take to Have an Economy Full of Good Jobs Again?](#)

The Atlantic, October 30, 2015

[When ‘Friends’ Meets ‘Office Space,’ Where Do Workers of Color Fit?](#)

Work in Progress, OOW Blog, October 20, 2015

[Being Black—But Not Too Black—in the Workplace](#)

The Atlantic, October 14, 2015

[Colorblindness is Counterproductive](#)

The Atlantic, September 13, 2015

[Canaries in the Coal Mine? Saida Grundy, Zandria Robinson, and Why Calls for their Firing are a Problem for Everyone](#)

Work in Progress, OOW Blog, July 8, 2015

Book Reviews

[“The Black Ceiling.” *Social Forces*, 2024.](#)

[“You Don’t Look Like a Lawyer.” *Contemporary Sociology*, 2020.](#)

[Beyond Discrimination and Repositioning Race. *Contemporary Sociology*, 2015.](#)

[The Store in the Hood: A Century of Ethnic Business and Conflict. *Contemporary Sociology*, 2012.](#)

[Digesting Race, Class, and Gender: Sugar as Metaphor. *Gender & Society*, 2012.](#)

[Beauty Shop Politics: African American Women’s Activism in the Beauty Industry. *Register of the Kentucky Historical Society* 2011.](#)

[The Managed Hand: Race, Gender, and the Body in Beauty Service Work. *American Journal of Sociology*, 2011.](#)

[Represent: Art and Identity Among the Black Upper Middle Class. *Contemporary Sociology*, 2010.](#)

[Race, Gender, and the Politics of Skin Tone. *Gender & Society* 2010.](#)

August 2025

Black Beauty: Aesthetics, Stylization, Politics. *Contemporary Sociology* 2010.
Gendered Processes: Korean Immigrant Small Business Ownership. *Gender & Society* 2007.

Academic Commentary/Research Briefs

“Can DEI Save Lives? Diversity and Health Care Professions.” *Contexts* 24:2 (2025): 18-19.

“A Path to Change: Advancing Gender Equity in Jewish Nonprofits.” (2022.) Developed in partnership with *Leading Edge Foundation*

“Short Term Strategies for Addressing the Impacts of the COVID 19 Pandemic on Women’s Workforce Participation,” with Shoshana Grosbard, Chandra Childers, and Tammy D. Allen. (2021.) Washington, DC: National Academies of Sciences, Engineering, and Medicine

“Where Work Has Been, Where It Is Going: Considering Race, Gender, and Class in the Neoliberal Economy.” *Sociology of Race and Ethnicity* 6: 2 (2020): 137-145.

“Who’s ‘Having?’ Who’s ‘Being?’ A Response to Lamont.” *British Journal of Sociology* 70: 3 (2019): 731-738.

“When #MeToo Comes for Sociology.” *Race, Gender, and Class Section Newsletter*, Summer 2018.

“Doing Public Sociology When the Public is Under Attack: Response to Hartmann.” *Sociological Quarterly* 58: 1 (2017): 24-27.

“Between Bigger Thomas and Barack Obama: The Often Overlooked Occupational Lives of Black Professional Men.” *Sex and Gender News*, Newsletter for the Sex and Gender Section of the American Sociological Association. Summer 2014.

“Comment on Feagin and Elias.” *Ethnic and Racial Studies* 36:6 (2013): 989-993.

“Assessing Race and Policy in the Age of Obama.” With Adolphus G. Belk. *Journal of Race and Policy*. 6:1 (2010): 4-8.

“Bringing Minority Men Back In: Comment on Andersen.” *Gender & Society* 22:1 (2008): 88-92.

Works in Progress/Under Review

Adia Harvey Wingfield and Antonia Roach. “Does Wanting Diversity Mean Racial Diversity? How Race and Gender Influence Support for Corporate DEI Policies.” Forthcoming 2025, *Sociology of Race and Ethnicity*.

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Adia Harvey Wingfield. “[It’s] Always Better When Something is Organic:’ Structural and Cultural Impediments to Millennials’ Diversity Advocacy.” In press, *Work & Occupations*.

Adia Harvey Wingfield and Mark Wei. “Race, Racism, and the 21st Century Economy.” Revised and resubmitted.

Fallon Caruth, Kevin Stainback, and Adia Harvey Wingfield. “Education and Microaggression Experiences in Everyday Life: The Inclining Significance of Race.” Under review.

Adia Harvey Wingfield, Maggie Wood, and Rene Canady. “How Gendered Occupations Shape the Ties that Bind: Black Women’s Workplace Relationships with White Women and Black Men.” In progress.

Adia Harvey Wingfield and Tyrell Spencer. “The Doctor Will See You Now—Or Will They? Health Care, Technological Innovation, and the Reproduction of Inequality.” In progress.

Grants

National Science Foundation. PI, “Millennials and Corporate Diversity Practices.” 2021-2023. Award #2045154, \$180,000.

National Science Foundation Secure and Trustworthy Cyberspace CISE/SBE New Collaboration EAGER Award, “Winning the Internet Lottery: Growing Income Inequality, Social Class, and Susceptibility to Cybercrime.” 2013-2015, \$200,000.

University of North Carolina-Chapel Hill/Kauffman Foundation, “Why Start a Business? Examining Racial Differences in Motivations for Entrepreneurship.” 2010, \$25,000.

Kauffman Foundation/Georgia Research Alliance. “Assessing How Gender Shapes African Americans’ Use of Small Business Development Centers.” 2008, \$15,000.

Georgia State University Research Initiation Grant. “Marginalized Entrepreneurs: Systemic Gendered Racism and the Emergence of a Racial Enclave Economy.” 2007, \$4800.

Presentations

“From Discrimination to DEI: The Possibilities and Limits of Addressing Race in the Workplace” Departmental Colloquia/Conference Presentations, 2025

- Baruch College
- City University of New York
- University of Illinois-Chicago

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“From Discrimination to DEI: The Possibilities and Limits of Addressing Race in the Workplace” Departmental Colloquia/Conference Presentations, 2024

- Northwestern University
- University of Maryland College Park

“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It” Departmental Colloquia/Conference Presentations, 2024

- Anglia Ruskin University (Dean’s Lecture, London, UK)
- British Universities Industrial Relations Association (Keynote Address)
- Eastern Sociological Society, Book Salon
- Georgia State University (Plummer Lecture)
- National University St. Mark University (Lima, Peru)
- Pacific Sociological Association, Book Salon
- Society for the Advancement of Socio-Economics, Book Salon
- Stanford University
- The Ohio State University
- University of Greenwich (London, UK)
- University of Massachusetts-Amherst
- University of California-Irvine

“Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It” Departmental Colloquia/Conference Presentations, 2023

- American Booksellers Association (Featured Talk)
- Cal Polytechnic University
- Charis Books & More
- Left Bank Books
- St. Louis Public Library
- University of Texas-Austin

“Professional Work in a ‘Post-Racial’ Era: Black Workers in the Health Care Industry,” Departmental Colloquia/Conference Presentations, 2023

- Canadian Institute for Advanced Research
- Cornell University (Keynote Address)
- Notre Dame
- Sciences Po
- Stanford University

“Intersectionality and the Four Day Work Week.” Presenter, Four Day Work Week Conference. Boston College, 2023.

“Not Just Identity: How Intersectionality Can Help Understand Work, Organizations, and the Economy.” Keynote Address, Oxford University Economic and Business Program, 2023.

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“What’s In it For Me?” Explaining Millennials’ Support for Corporate Diversity Policies, 2023

- Academy of Management
- Eastern Sociological Society
- Southern Sociological Society

Panelist, “Caught Caring: (Un)Freedom and the Costs of Service Labor in the University.” University of California-Berkeley, 2023

“Behind the Myth of Meritocracy: How STEM Fields Perpetuate Racial and Gender Disparities,” Keynote Address, 2022

- Advancing IDEA in Planetary Science, American Astronomical Society

“Colorblind or Color Conscious? Millennials and Corporate Diversity Ideology,” Departmental Colloquia/Conference Presentations, 2022

- American Sociological Association
- Society for the Advancement of Socio-Economics
- Southern Sociological Society
- University of California, Los Angeles

“Professional Work in a ‘Post-Racial’ Era: Black Workers in the Health Care Industry,” Departmental Colloquia/Conference Presentations, 2022

- American Society of Engineering Education
- Boston Annual Event for Washington University Alumni
- Clinical Immunological Society
- Massachusetts Institute of Technology
- New York University
- Researching Work and Learning Keynote Address
- Rutgers University
- University of California, Los Angeles
- University of Central Florida
- University of Chicago
- University of Kansas
- Women’s Society, Washington University

“Professional Work in a ‘Post-Racial’ Era: Black Workers in the Health Care Industry,” Departmental/University Colloquia, 2021

- Case Western Reserve University
- CUNY Graduate Center
- George Mason University
- Harvard University
- University of Minnesota
- University of Oregon
- Vanderbilt University
- Yale University

Author Meets Critics for *Flatlining*, 2021

- American Sociological Association (ASA)
- Southern Sociological Society (SSS)

“Professional Work in a ‘Post-Racial’ Era: Black Workers in the Health Care Industry,”
Departmental/University Colloquia, 2020

- Princeton University
- Stanford University
- University of Pennsylvania
- University of Southern California
- University of Virginia

TEDx Talk, *Scaling the Ladder When the Rungs Are Broken*. 2019

Panelist, *Promising Practices for Improving the Inclusion of Women in Science, Engineering, and Medicine*. National Academy of Sciences, 2019

Author Meets Critic for “*Flatlining*,” *Global Carework Summit*. Toronto, Canada 2019

Panelist, Women and Economics, *Women in the World: Time for a New Paradigm for Peace*. University of Maryland, 2019

Panelist, *Free to Be Anywhere in the Universe* Conference. Columbia University, 2019

“Professional Work in a Post-Racial Era: Black Workers in the Health Care Industry,”
Departmental/University Colloquia, 2019

- Florida State University
- University of California at Santa Barbara
- University of Kentucky
- Vanderbilt University

“‘Reclaiming our Time’: Black Women, Resistance, and Growing Inequality.” Keynote address, Southern Sociological Society. Atlanta 2019.

“Immigrant and Native Born Black Health Care Workers in the New Economy,”
Conflicts over Cross Border Migration, Classification, and Belonging Conference; Berlin, Germany, 2018

“Professional Work in a Post-Racial Era: Black Workers in the Health Care Industry,”
Departmental/University Colloquia, 2018

- Brown University
- Claremont-McKenna College
- Harvard University
- Indiana University-Bloomington

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- Johns Hopkins University
- Lindenwood University
- Southern Illinois University
- University of Arkansas
- University of Georgia
- University of Mississippi
- University of Oregon

Panelist, “Scholarship for Social Change.” *Scholarship Above the Veil: A Sesquicentennial Symposium Honoring W.E.B. DuBois*. Harvard University, 2018.

“The Persistent Problem of the Color Line: Researching Race in the 21st Century.” 2018. Race, Work, and Leadership: Learning about and from Black Experience. *Gender and Work Symposium*, Harvard Business School.

“Workplace Discrimination in the New Economy,” 2017. Workshop: *Mitigating Pay Inequality in the United States*. Center for Equitable Growth; Washington DC.

“Does the Job Matter? Occupational Differences and Racialized Stress,” 2017. *Purpose in a Diverse Society* Conference. Washington University in St. Louis.

“Professional Work in a Post-Racial Era: Black Workers in the Health Care Industry,” Departmental/University Colloquia, 2017

- Northeastern University
- Southern Illinois University
- Stanford University
- University of California at Davis
- University of Illinois, Chicago
- University of Texas-Austin

“No More Invisible Man: Race and Gender in Men’s Work,” Departmental/University Colloquia, 2017

- George Mason University
- Mississippi State University

“Faculty of Color in Academia: Navigating the Job Market at Different Career Stages.” Panelist, Annual Meetings of the Southern Sociological Society, Atlanta GA, 2016.

“Professional Work in a Post-Racial Era: Black Workers in the Health Care Industry,” Departmental/University Colloquia, 2016

- Boston University
- University of Tennessee-Knoxville
- International Conference on Education, Psychology, and Society, Tokyo Japan

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“Intellectual Activism: Protecting Scholars from Public Attacks and Professional Backlash.” Panelist, Winter Meetings, Sociologists for Women in Society, Memphis TN, 2016.

“The Enigma of Diversity.” Critic, Author Meets Critics Session. Annual Meetings of the American Sociological Association, Seattle WA, 2016.

“Thinking Intersectionally about Race, Gender, and Work.” Panelist, Annual Meetings of the Southern Sociological Society. Atlanta GA, 2016.

“Constructing the Classroom Identity: Strategies for Preempting Students’ Gendered Racial Presumptions.” Panelist, Annual Meetings of the Eastern Sociological Society. Boston MA, 2016.

“Misery at Work: Resisting Racism and Other Inequities.” Panelist, Annual Meetings of the American Studies Association, Toronto Canada, 2015.

“The Black Middle Class.” Roundtable Discussant, Association for the Study of African American Life and History. Atlanta, GA, 2015

“Workplace Sexuality.” Panelist, Annual Meetings of the American Sociological Association, Chicago IL, 2015.

“Maintaining Hierarchies in Predominantly White Organizations: A Theory of Racial Tasks.” Panelist, Annual Meetings of the Southern Sociological Society, New Orleans LA, 2015.

“Nurses Care, Doctors Cure: The Racial Construction of Work for Black Men in Gendered Occupations.” Paper Presentation, Interim Meetings of the International Sociology Association, Milan Italy, 2015.

“No More Invisible Man: Race and Gender in Men’s Work,” Departmental/University Colloquia, 2014

- Emory University, Atlanta GA
- Georgia Gwinnett College, Atlanta GA

“Maintaining Hierarchies in Predominantly White Organizations: A Theory of Racial Tasks.” Panelist, Annual Meetings of the Eastern Sociological Society, Baltimore MD, 2014.

“No More Invisible Man: Race and Gender in Men’s Work.” Author, Author Meets Critics Sessions, 2014.

- Annual Meetings of the Southern Sociological Society, Charlotte, NC
- Annual Meetings of the Pacific Sociological Society, Portland, OR
- Annual Meetings of the Southwestern Sociological Association, San Antonio, TX

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“No More Invisible Man: Race and Gender in Men’s Work,” Departmental/University Colloquia, 2013

- University of Miami, Miami FL
- Duke University, Durham, NC
- Northwestern University, Chicago, IL
- University of Southern California, Los Angeles, CA
- The Johns Hopkins University, Baltimore MD
- University of Maryland, College Park MD.

“No More Invisible Man: Race and Gender in Men’s Work.” Panelist, 2013.

- Annual Meetings of the Eastern Sociological Society, Boston MA
- Annual Meetings of the American Sociological Association, New York, NY

“Redesigning/Redefining Work Summit.” Participant. Clayman Institute for Gender Research. Stanford University, Palo Alto CA, 2013.

“Doing Business with Beauty.” Author, Author Meets Critics Session, Annual Meetings of the Southern Sociological Society, Atlanta GA, 2013.

“White Bound.” Critic, Author Meets Critics Session. Annual Meetings of the Southern Sociological Society, Atlanta GA, 2013.

“No More Invisible Man: Race and Gender in Men’s Work,” Lofton Lecture Series Speaker, Mississippi State University, Starkville MS, 2012.

“Yes We Can? White Racial Framing and the 2008 Presidential Campaign.” Keynote Speaker for Martin Luther King Jr Day Ceremony, Saint Joseph’s University. Rensselaer IN, 2012.

“Are Some Emotions Marked 'Whites Only'? Racialized Feeling Rules in Professional Workplaces.” Paper Presentation, Annual Meetings of the American Studies Association, Baltimore MD, 2011.

“Understanding Minorities’ Work in Upholding Predominantly White Organizational Structures: The Concept of Racial Labor.” Paper Presentation, Work and Inequality: Fostering New Perspectives in the Discipline Mini-Conference. Boston MA, 2011.

“Measuring Emotions.” Panelist, Emotions Section: Chair’s Hour, Annual Meetings of the American Sociological Association, Las Vegas NV, 2011.

“Raced Work Spaces and Racialized Labor.” Paper Presentation, Work and Occupations Mini-Conference. Annual Meetings of the Southern Sociological Society, Jacksonville FL, 2011.

“Are Some Emotions Marked 'Whites Only'? Racialized Feeling Rules in Professional Workplaces.” Colloquium Speaker, University of North Carolina, Chapel Hill NC, 2011.

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“The Racial Dialectic.” Paper Presentation, Race, Gender, and Class Conference, New Orleans LA, 2011.

“Intersectionality and Embodiment.” Panelist, Annual Meetings of the Eastern Sociological Society, Philadelphia PA, 2011

“Yes We Can? White Racial Framing and the 2008 Presidential Campaign.” University of Kansas, Lawrence KS, 2011.

“Doing Business with Beauty.” Author, Author Meets Critics Session. Annual Meetings of the Southern Sociological Society, Atlanta GA, 2010.

“Are Some Emotions Marked ‘Whites Only’? Racialized Feeling Rules in Professional Workplaces,” 2010.

- University of South Carolina-Upstate, Greenville, SC
- Emory University, Atlanta GA
- University of Texas, Austin, TX.

“New Directions in the Study of Emotions at Work.” Panelist, Annual Meetings of the American Sociological Association, Atlanta GA, 2010.

Address, Minority Fellowship Program, Annual Meetings of the American Sociological Association, Atlanta GA, 2010.

“How Post Racial Politics Obscured Gender and Class: Intersectionality in the 2008 Presidential Campaign.” Plenary Address. Race, Class, and Gender Conference. New Orleans LA, 2010.

“Yes We Can? White Racial Framing and the 2008 Presidential Campaign” Meet the Author Session, National Conference on Race and Ethnicity in Higher Education, Washington DC, 2010.

“Doing Business with Beauty.” University of Texas, Arlington Texas, 2010.

“Feminism and Community Across Generations.” Panelist, Annual Meeting of the American Sociological Association. San Francisco CA, 2009.

“Intersectionality and Public Housing.” Paper Presentation, Annual Meeting of the Southern Sociological Society. New Orleans LA, 2009.

“Reproducing Racism.” Presider and Session Organizer, Author Meets Critics Session. Annual Meeting of the Southern Sociological Society. New Orleans LA, 2009.

“When You’re ‘More Than Just a Nurse.’” Roundtable. Annual Meeting of the Eastern Sociological Society. Baltimore MD, 2009.

“Intersectionality and the Conundrum of the Middle Class.” Panelist, Annual Meeting of the National Women’s Studies Association. Atlanta GA, 2009.

“We Don’t Look Like That.” University of South Carolina-Upstate, Greenville SC, 2009.

“Doing Business with Beauty: Black Women, Hair Salons, and the Racial Enclave Economy,” 2008.

- University of South Carolina-Columbia, Columbia, SC
- Winthrop University, Rock Hill, SC

“‘We Don’t Look Like That’: Young Black Women’s Responses to Images of Black Femininity in Rap Music Videos.” Paper Presentation, Annual Meeting of the Southeastern Women’s Studies Association. Charlotte NC, 2008.

“Silent Choices.” Panelist, International Black Docu-Fest. Atlanta GA, 2007.

“Reflections on Early College.” Keynote Speaker, Early College Program Closing Luncheon, Spelman College. Atlanta GA, 2007.

“Alonzo Herndon’s Legacy of Entrepreneurship: The Significance, Potential, and Promise of Business Ownership for Black Americans.” Inaugural Black History Month Event Honoring Alonzo Herndon. Atlanta GA, 2007.

“Alternative Approaches to Teaching Theory.” Panelist, Annual Meeting of the Southern Sociological Society. Atlanta GA, 2007.

“The Racial Enclave Economy: An Interpretation of Racial Minorities’ Entrepreneurial Experiences.” Paper Presentation, Annual Meeting of the Southern Sociological Society. Atlanta GA, 2007.

“Serenity Now! African American Professionals and the Construction of Emotions in the Workplace.” Paper Presentation, Annual Meeting of the Eastern Sociological Society. Boston MA, 2006.

“Visibility/Invisibility Blues: Marginalization and Minority Faculty at Maryland Independent Schools.” Paper Presentation, Annual Meeting of the Southern Sociological Society. Charlotte NC, 2005.

“Intersectionality and Business Ownership: How Race, Gender, and Class Influence Working-Class Black Women’s Entrepreneurship.” Paper Presentation, Annual Meeting of the Eastern Sociological Society. Washington DC, 2005.

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“A Field Where You Can Do Well: Black Women’s Entrepreneurship in the Hair Industry as a Pathway to Socioeconomic Advancement.” Millsaps College Speaker Series. Jackson MS, 2004.

“Critiquing the Integration Doctrine.” (With Mark King.) Paper Presentation, Annual Meeting of the Eastern Sociological Society. New York NY, 2004.

“Emphasizing School Community Partnerships.” (With Mavis Sanders.) Paper Presentation, Annual Meeting of the American Educational Research Association. New Orleans LA, 2000.

Teaching Experience

Undergraduate: Introduction to Sociology; Race, Class, and Gender in the Media; Race & Ethnic Relations; Race & Ethnicity in the Labor Market; Research Methods; Resistance, Revolutions, and Social Reform; Social Theory; Women and Work

Graduate: Black Sociologists: Past & Present; Race, Class, and Gender; Race & Ethnic Relations; Social Theory I; Social Theory II

Professional Service

Elected Positions

President, American Sociological Association, 2024-2025.

President, Southern Sociological Society, 2020-2021.

President, Sociologists for Women in Society, 2018.

Chair, Publications Committee, Southern Sociological Society, 2016-2018.

Vice President, Sociologists for Women in Society, 2015-2017.

Chair, Race, Gender, and Class Section of the American Sociological Association, 2015-2016.

Council Member At-Large, American Sociological Association, 2014-2017.

Council Member, Race and Ethnic Minorities Section. American Sociological Association, 2011-2014.

Council Member, Race, Class, and Gender Section. American Sociological Association, 2010-2013.

Editorial Work

Series Co-editor: *Inequality at Work*, Rutgers University Press 2021-present

Guest Editor, Special Issue: Race, Identity, and Work. *Research in the Sociology of Work* (32), 2018; Special Issue: Race and Policy in the Age of Obama. *Journal of Race and Policy* 6(1), 2010.

Associate Editor; *American Sociological Review*, 2019-2022; *Sociology of Race and Ethnicity*, 2018-2020; *Gender & Society*, 2011-2015; *Journal of Race and Policy*, 2008-2011

Editorial Board; *Research in the Sociology of Work*, 2015-2018; *Social Currents*, 2013-2014; *Sociology of Race and Ethnicity*, 2013-2015; *Gender & Society*, 2007-2010

Regular Contributor: *Forbes.com*, 2025-pesent; *Harvard Business Review*, 2018-2025; *Slate* 2017-2019; *The Atlantic*, 2015-2017; *Work in Progress Blog* for the

Organizations, Occupations, and Work Section of the American Sociological Association, 2011-2015; *Racism Review Blog*, 2008-2013

Journal Reviewer: *American Journal of Sociology*; *American Sociological Review*; *DuBois Review*; *Ethnic and Racial Studies*; *Gender & Society*; *Human Relations*; *Journal of African American Studies*; *Journal of Contemporary Ethnography*; *Journal of Labor Relations*; *Journal of Race and Policy*; *Men and Masculinities*; *Poetics*; *Qualitative Sociology*; *Social Forces*; *Social Problems*; *Social Psychology Quarterly*; *Sociological Forum*; *Sociological Inquiry*; *Sociological Perspectives*; *Sociological Quarterly*; *Sociological Spectrum*; *Sociological Theory*; *Sociology of Education*; *Sociology of Race and Ethnicity*; *Symbolic Interaction*; *Work and Occupations*

Book Manuscript Reviewer: *Bloomsbury Press*; *Columbia University Press*; *Cornell University Press*; *Duke University Press*; *Harvard University Press*; *Oxford University Press*; *Princeton University Press*; *Rutgers University Press*; *Sage Press*; *University of California*; *University of Chicago*; *Worth Publishers*

Grant Reviewer: *American Council of Learned Societies*; *Alfred P. Sloan Foundation*; *Center for Equitable Growth*; *National Science Foundation*

Community Work

Reviewer, State of Black Women. Sandberg Goldberg Bernthal Family Foundation/McKinsey and Company, 2025.

Reviewer, Women in the Workplace Report. Sandberg Goldberg Bernthal Family Foundation/McKinsey and Company, 2024.

Contributor, Reparations Report for St. Louis Mayor Tishaura Jones, 2024

Participant, Job Quality Measurement Initiative Working Group for Families & Workers Fund, 2022

Advisory Board Member, Los Angeles Lakers Oral History and Social Justice Project, 2021-2026.

Women Rule Collective, Politico Magazine, 2021-2023.

Planning Committee on Long-Term Impact of COVID-19 on the Future Careers of Women in STEM, National Academies of Sciences, Engineering, and Medicine. 2021-2022

Disciplinary Service

American Sociological Association Public Understanding of Sociology Award Committee, 2022-2024.

American Sociological Association Program Committee, 2022-2024.

Founding Member, Sociology Action Network Advisory Board, 2018-2020.

American Sociological Association Program Committee, 2018-2020.

Co-Chair, Program Committee, Southern Sociological Society Annual Meetings, 2015-2016.

Member, Program Committee, Southern Sociological Society Annual Meetings, 2014.

Organizer, Thematic session. "Researching Obama." Annual Meeting of the American Sociological Association, 2014.

Organizer, Author Meets Critics Session. "Opportunity Denied." Southern Sociological Society, 2013.

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Session Organizer, "Emotions, Race, and Ethnicity." Sociology of Emotions Section. Annual Meetings of the American Sociological Association, 2011

Session Organizer, Race, Class, and Gender Section. Annual Meeting of the American Sociological Association, 2010.

Member, Sally Hacker Paper Award Committee, Sex and Gender Section, American Sociological Association, 2009-2011.

Session Organizer, Methodological Strategies and Studying Intersectionality. Annual Meeting of the American Sociological Association, 2009.

Member, Program Committee. Southern Sociological Society, 2008-2009.

Member, Nominations Committee. Sex and Gender Section, American Sociological Association, 2007-2008.

Member, Program Committee, Society for the Study of Social Problems, 2007-2008.

Member, Distinguished Book Award Committee. Sex and Gender Section, American Sociological Association, 2006-2007.

Presider, Southeastern Undergraduate Sociological Symposium. Immigration and the Environment, Morehouse College, 2007.

Presider/Discussant, Measurement of Crime and Deviance Paper Session. Annual Meeting of the Eastern Sociological Society. 2006.

Presider/Discussant, Race, Gender, and Class Roundtable. Annual Meeting of the American Sociological Association, 2005.

Discussant, Racial and Ethnic Segregation and Discrimination. Annual Meeting of the American Sociological Association, 2003.

Departmental/University Service

Washington University in St. Louis

Chair, Sociology Search Committee, 2024

Member, Committee for Research Integrity (ad hoc), Executive Committee, Melvin Oliver Chair Committee, Naming Review Board, 2024-2025

Member, Melvin Oliver Chair Committee, Dean's Advisory Council, Naming Review Board, Weidenbaum Center Advisory Board, Sociology Department Executive Committee 2023-2024

Co-Chair, Interdisciplinary Joint Appointments Policy Committee, 2022-2023

Member, Equity and Inclusion Committee; Dean's Advisory Council; Weidenbaum Center Advisory Board; Sociology Department Executive and Graduate Committees; 2022-2023

Member, Building and Capital Planning Committee; University Strategic Plan Steering Committee; Equity and Inclusion Committee; Dean's Advisory Council; Weidenbaum Center Advisory Board; Sociology Department Executive and Graduate Committees, 2021-2022

Co-Chair, Weidenbaum Center Director Search Committee, 2021-2022

Member, Vice Provost for Faculty Affairs Search Committee; Arts & Sciences Strategic Plan Steering Committee; University Strategic Plan Steering Committee; Equity and Inclusion Committee; Dean's Advisory Council; St. Louis Working Group Strategic Plan Committee; Weidenbaum Center Advisory Board, 2020-2021

Member, Educational Policy Committee, Board of Trustees, 2019-2021

Member, Dean of Arts and Sciences Search Committee, 2019-2020

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Chair, Sociology Search Committee, 2019
Member, Academic Planning Committee, 2017-2020.
Member, Research Integrity Oversight Committee, 2016-2017.
Member, Diversity and Inclusion Task Force for Race Institute, 2016.

Georgia State University

Chair, Race and Urban Studies Concentration, Sociology Department. Georgia State University, 2013-2015.
Undergraduate Director, Sociology Department. Georgia State University, 2012-2013.
Chair, Sociology Department Diversity Committee, Georgia State University, 2009-2011.
Invited Guest Speaker, Sigma Pi Fraternity, Georgia State University, 2009.
Member, Sociology Department Executive Committee, Georgia State University, 2008.
Member, Sociology Department Graduate Student Committee, Georgia State University, 2007-2008.
Member, Sociology Department Recruitment Committee, Georgia State University, 2007-2008.

Hollins University

Faculty Advisor, Black Student Alliance. Hollins University, 2005-2006.
Faculty Advisor, The Center (support group for survivors of sexual violence). Hollins University, 2004-2006.
Chair, Student Life Committee. Hollins University, 2005-2006.
Planner and Coordinator, “Bridging the Ivory Tower: Connecting Academia to Public Policy.” Speakers: Dr. Adolphus G. Belk, Jr. (Winthrop University), Dr. Eiman Zein-Elabdin (Franklin and Marshall University), and Dr. Joe Feagin (Texas A&M University). Hollins University, 2006.
Planner and Coordinator, Screening of “Comrade Sister: Voices of Women in the Black Panther Party.” Hollins University, 2005.

Professional Affiliations

American Sociological Association (ASA)
Eastern Sociological Society (ESS)
Sociologists for Women in Society (SWS)
Southern Sociological Society (SSS)