

# DAVID S. PEDULLA

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Department of Sociology  
Population Research Center  
University of Texas at Austin

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## EMPLOYMENT

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### University of Texas at Austin

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

## EDUCATION

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### Princeton University

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

### Princeton University

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

### Boston College

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

## PUBLICATIONS

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### ARTICLES & CHAPTERS (\* EQUAL AUTHORSHIP)

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

- Selected Media Coverage: *Time*, *Fortune*, *The Atlantic*, *U.S. News & World Report*, *Politico*
- ASA, Organizations, Occupations, and Work Section, Thompson Award (Honorable Mention), 2014
- SSSP, Poverty, Class, and Inequality Division, Graduate Student Paper Award, 2014

Thébaud, Sarah, and **David S. Pedulla\***. Forthcoming [2016]. "Masculinity and the Stalled Revolution: How Gender Ideologies and Norms Shape Young Men's Responses to Work-Family Policies." *Gender & Society*.

Deterding, Nicole M., and **David S. Pedulla\***. Forthcoming [2016]. "Educational Authority in the 'Open Door' Marketplace: Labor Market Consequences of For-profit, Nonprofit, and Fictional Educational Credentials." *Sociology of Education*.

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

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

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

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

- ASA, Section on Sexualities, Graduate Student Paper Award, 2013
- SSSP, Racial and Ethnic Minorities Division, Graduate Student Paper Award (Honorable Mention), 2012

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

- Pacific Chapter of the American Association for Public Opinion Research, Student Paper Competition Award, 2013

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

- ASA, Inequality, Poverty, and Mobility Section, Outstanding Graduate Paper Award (Honorable Mention), 2011
- Society for the Advancement of Socio-Economics, Graduate Student Paper Award, 2012
- SSSP, Labor Studies Division, Harry Braverman Award, 2011

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

**Pedulla, David S.,** and Katherine S. Newman. 2011. "The Family and Community Impacts of Underemployment." Pp. 233-250 in *Underemployment: Psychological, Economic, and Social Challenges*, ed. Douglas C. Maynard and Daniel C. Feldman. New York: Springer.

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

Pager, Devah, Bruce Western, and **David S. Pedulla**. 2009. "Employment Discrimination and the Changing Landscape of Low-Wage Labor Markets." *The University of Chicago Legal Forum* 317-345.

#### **MANUSCRIPTS UNDER REVIEW & IN PROGRESS**

**Pedulla, David S.** *Contingent: Work and Opportunity in the "New Economy."* [Book manuscript, under advanced contract with Princeton University Press].

**Pedulla, David S.** "How Race and Unemployment Shape Labor Market Opportunities: Additive, Amplified, or Muted Effects?"

**Pedulla, David S.** "Variation in Social Category Aggregation: The Case of Race and Sexual Orientation."

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

**Pedulla, David S.** "The Intersection of Race and Gender at the Hiring Interface."

**Pedulla, David S.** “Emerging Frontiers in Audit Study Research: Mechanisms, Variation, and Generalizability.” In preparation for S. Michael Gaddis (Editor), *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*. New York: Springer.

Pager, Devah, and **David S. Pedulla**. “It Takes a Job to Get a Job: Race, Networks, and Finding Work.”

### **BOOK REVIEWS**

**Pedulla, David S.** 2014. *Flawed System/Flawed Self: Job Searching and Unemployment Experiences* – by Ofer Sharone. *Work and Occupations* 41(4):515-518.

**Pedulla, David S.** 2011. *Those Who Work, Those Who Don't: Poverty, Morality, and Family in Rural America* – by Jennifer Sherman. *International Journal of Urban and Regional Research* 35(1):213-214.

**Pedulla, David S.** 2011. *Longing and Belonging: Parents, Children and Consumer Culture* – by Allison Pugh. *Accounts: The Newsletter of the ASA's Economic Sociology Section* 10(2):4.

**Pedulla, David S.** 2010. *The Good Temp* – by Vicki Smith and Esther B. Neuwirth. *Social Forces* 89(1):355-357.

### **OTHER ARTICLES**

**Pedulla, David S.** 2016. “We Need to Look Beyond Unemployment to Fix Labor Market Inequality.” *The Conversation*.

Pager, Devah, and **David S. Pedulla**. 2015. “How Minority Job Seekers Battle Bias in the Hiring Process.” *Time.com* and *The Conversation*.

Thébaud, Sarah, and **David S. Pedulla**. 2015. “The Benefits to a Paid Family Leave Law That Nobody Is Talking About.” *Huffington Post*.

Owens, Lindsay, and **David S. Pedulla**. 2012. “Economic Hardship, Political Attitudes, and the 2012 Election.” *Russell Sage Foundation Blog: Election 2012 Series*.

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

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

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

### **GRANTS & FELLOWSHIPS**

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#### **EXTERNAL**

2016 - 2019      W.K. Kellogg Foundation, “Identifying and Reducing Job Discrimination,” \$720,500, Principal Investigator (with Devah Pager)

- 2016 NSF-Funded Time-Sharing Experiments for the Social Sciences, “Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns,” (with Sarah Thébaud)
- 2015 - 2016 Work and Family Researchers Network, Early Career Fellowship
- 2014 - 2015 UC-Davis Center for Poverty Research, “The Organizational Context of Employment Scarring,” \$29,239, Principal Investigator
- 2013 - 2015 Russell Sage Foundation, “Race, Gender, and the Supply-Side Dynamics of Labor Market Placement,” \$195,936, Co-PI (with Devah Pager)
- 2012 National Science Foundation, Doctoral Dissertation Improvement Grant, “The Impacts of Underemployment in the New Economy,” \$9,800, Co-PI (with Devah Pager)
- Horowitz Foundation for Social Policy, “Precarious Work and the New Economy,” \$7,500, Principal Investigator
- Employment Instability, Family Well-Being, and Social Policy Network at the University of Chicago, “Precarious Work and the New Economy: Consequences for Workers’ Future Labor Market Outcomes,” \$6,500, Principal Investigator
- NSF-Funded Time-Sharing Experiments for the Social Sciences, “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint,” (with Sarah Thébaud)
- 2011 NSF-Funded Time-Sharing Experiments for the Social Sciences, “The Mechanisms of Discrimination: How Sex, Gender Role, and Sexual Orientation Treatments Impact Evaluations of Black Male Job Applicants”
- 2008 National Science Foundation Graduate Research Fellowship (Honorable Mention)

**INTERNAL**

- 2015 - 2016 Population Research Center, UT-Austin, Seed Grant, “The Organizational Determinants of Gender Inequality at Work”
- 2015 University of Texas at Austin, Summer Research Assignment, “The Organizational Context of Employment Scarring”
- 2012 - 2014 Fellowship of Woodrow Wilson Scholars, Princeton University
- 2012 Center for African American Studies, Princeton University, Doctoral Dissertation Research Grant, \$1,500
- Department of Sociology, Princeton University, Dissertation Improvement Grant, \$1,000

- 2011 Center for the Study of Social Organization, Princeton University, Graduate Research Award, \$5,000  
 Department of Sociology Travel Grant, Princeton University, \$500  
 Program in Social Policy Travel Grant, Princeton University, \$300
- 2010 Marion J. Levy Fellowship, Princeton University  
 Department of Sociology Travel Grant, Princeton University, \$500  
 Global Network on Inequality Fellowship to fund research at Fafo Institute for Labour and Social Research in Oslo, Norway
- 2009 Princeton University Fellowship  
 Department of Sociology Travel Grant, Princeton University, \$500
- 2008 A. Watson Armour, III '33 Centennial Fellowship, Princeton University  
 Center for Human Values Top-Up Grant, Princeton University, \$2,000

#### **AWARDS & HONORS**

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- 2014 American Sociological Association, Organizations, Occupations, and Work Section, James D. Thompson Award for Best Graduate Student Paper (Honorable Mention)
- 2014 Society for the Study of Social Problems, Poverty, Class, and Inequality Division, Graduate Student Paper Award
- 2013 American Sociological Association, Section on Sexualities, Best Graduate Student Paper Award  
 Pacific Chapter of the American Association for Public Opinion Research, Student Paper Competition Award
- 2012 Society for the Advancement of Socio-Economics, Graduate Student Paper Award  
 Society for the Study of Social Problems, Racial and Ethnic Minorities Division, Graduate Student Paper Award (Honorable Mention)  
 UCIRHRP, Labor and Employment Relations Association, Best Student Paper Award (Finalist)
- 2011 American Sociological Association, Inequality, Poverty, and Mobility Section, Outstanding Graduate Paper Award (Honorable Mention)  
 Society for the Study of Social Problems, Labor Studies Division, Harry Braverman Award

- 2010            Distinction on Qualifying Exams, Department of Sociology, Princeton University
- 2004            Finneran Commencement Award: The highest award given to a graduating senior in the  
                    College of Arts and Sciences at Boston College
- Patrick J. Durcan Award: The highest award given by the Department of History at Boston  
                    College to a graduating senior

**OTHER AWARDS & HONORS:**

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

**INVITED PRESENTATIONS**

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- American Society of Plant Biology, Women in Plant Biology Committee (forthcoming)  
 UC-Davis, Center for Poverty Research and Sociology Department (2016)  
 Cornell University, Dept. of Policy Analysis and Management/Cornell Population Center (2016)  
 Saint Louis University, Public Law Review Symposium (2016)  
 Stanford University, Department of Sociology, Economic Sociology Workshop (2015)  
 UC-Davis, Center for Poverty Research, Realities and Opportunities in Low Wage Labor Markets (2015)  
 UT-Austin, Population Research Center (2015)  
 UT-Austin, Department of Psychology (2015)  
 Stockholm University, Department of Sociology (2014)  
 MIT Sloan School of Management, Institute for Work and Employment Research (2014)  
 University of Texas at Austin, Department of Sociology (2013)  
 University of Chicago, Department of Sociology (2013)  
 Stanford University, Graduate School of Business (2013)  
 University of Toronto, Department of Sociology (2013)  
 Boston College, Department of Sociology (2013)  
 Boston University, Department of Sociology (2013)

**CONFERENCE PRESENTATIONS**

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- “How Race and Unemployment Shape Labor Market Opportunities: Additive, Amplified, or Muted Effects?”
- American Sociological Association Annual Meeting (Seattle, WA), forthcoming
- “Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns” (with Sarah Thébaud).
- Work and Family Researchers Network Conference (Washington, DC), forthcoming
- “It Takes a Job to Get a Job: Race, Networks, and Finding Work” (with Devah Pager).
- American Sociological Association Annual Meetings (Seattle, WA), forthcoming
  - Population Association of America Annual Meeting (Washington, DC), 2016

- “Human Capital, Signaling, or Uncertainty? The Labor Market Consequences of For-Profit and Non-Profit Educational Credentials” (with Nicole Deterding).
- American Sociological Association Annual Meeting (Chicago, IL), 2015
- “Sexual Orientation Discrimination in the Workplace: What We Know and Where We’re Heading.”
- American Sociological Association Annual Meeting (Chicago, IL), 2015
- “Race, Gender, and Unemployment Scarring.”
- Population Association of America Annual Meeting (San Diego, CA), 2015
- “Penalized or Protected? The Consequences of Non-Standard Employment Histories for Male and Female Workers.”
- Population Association of America Annual Meeting (San Diego, CA), 2015
  - IZA/IFAU Conference on Labor Market Policy Evaluation (Uppsala, Sweden), 2014
- “New Scars for the New Economy? Gender and the Consequences of Non-Standard Employment Histories.”
- American Sociological Association Annual Meeting (San Francisco), 2014
  - Sorensen Memorial Conference at Columbia University, 2013
  - The Eastern Sociological Society Annual Meeting, 2013
- “The Non-Additive Effects of Group Membership: Exploring the Case of Race and Sexual Orientation.”
- Stanford University Group Processes Conference (Palo Alto), 2014
- “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint” (with Sarah Thébaud).
- Population Association of America Annual Meeting (Non-presenter) (Boston), 2014
  - Work and Family Researcher Network Conference (New York City), 2014
  - American Sociological Association Annual Meeting (New York City), 2013
- “The Positive Consequences of Negative Stereotypes: Race, Sexual Orientation, and the Job Application Process.”
- American Sociological Association Annual Meeting (Denver), 2012
  - Society for the Study of Social Problems Annual Meeting (Denver), 2012
  - Eastern Sociological Society Annual Meeting (New York City), 2012
- “Employment, Income, and Preferences for Redistribution: A New Empirical Test” (with Lindsay A. Owens).
- American Sociological Association Annual Meeting (Denver), 2012
  - Eastern Sociological Society Annual Meeting (New York City), 2012
- “Race, Self-Selection, and the Job Search Process” (with Devah Pager).
- American Sociological Association Annual Meeting (Las Vegas), 2011
- “The Hidden Costs of Contingency: Employers’ Use of the Contingent Workers and Standard Employees’ Outcomes.”
- Society for the Advancement of Socio-Economics Annual Meeting (Cambridge), 2012
  - Society for the Study of Social Problems Annual Meeting (Las Vegas), 2011
  - American Sociological Association Annual Meeting (Atlanta), 2010
  - Annual Meeting of the Eastern Sociological Society (Boston), 2010

## **TEACHING EXPERIENCE**

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### **UNIVERSITY OF TEXAS AT AUSTIN**

#### **GRADUATE:**

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

#### **UNDERGRADUATE:**

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

### **PRINCETON UNIVERSITY**

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

## **PROFESSIONAL EXPERIENCE**

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<b>Princeton University, Department of Sociology</b> <i>Research Assistant for Dr. Devah Pager</i>	Sept. 2008 - July 2014
<b>Brennan Center for Justice at NYU Law School</b> <i>Research Associate, Justice Program</i>	July 2006 - June 2008
<b>New York City Mayor's Office</b> <i>New York City Urban Fellow</i>	Sept. 2005 - May 2006
<b>Congressional Hunger Center</b> <i>Emerson National Hunger Fellow</i>	Aug. 2004 - Aug. 2005

## **PROFESSIONAL ASSOCIATIONS**

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American Sociological Association (2008 - Present)

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

## **PROFESSIONAL SERVICE**

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### **DISCIPLINARY SERVICE**

- ASA, Section on Organizations, Occupations, and Work, Thompson Award Committee (2016)
- PAA, Session Discussant, "Gender, Race, and Labor Market Dynamics" (2016)
- ASA, Section on Inequality, Poverty, and Mobility, Conference Roundtable Organizer (2016)

- PAA, Session Chair, “Gender, Work and Family: The Influence of Social Context” (2015)
- ASA, Section on Sexualities, Graduate Student Paper Award Committee (2014)
- ASA, Section on Inequality, Poverty, and Mobility, Council Member (2012 - 2014)
- ASA, Economic Sociology Section Newsletter, Editorial Board Member (2010 - 2011)

#### **UNIVERSITY SERVICE**

- UT-Austin, Department of Sociology, Graduate Admissions Committee (2015)
- UT-Austin, Department of Sociology, Faculty Recruitment Committee (2015)
- UT-Austin, Population Research Center, Postdoc Selection Committee (2014)
- Princeton University, Princeton University, Graduate Admissions Committee (2013)

#### **OCCASIONAL REVIEWER**

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*American Sociological Review*

*Social Forces*

*Social Problems*

*European Sociological Review*

*Sex Roles*

*Journal of Health and Social Behavior*

*Journal of Marriage and Family*

*Sociology of Education*

*National Science Foundation*

*American Journal of Sociology*

*Ethnography*

*Berkeley Review of Education*

*Work and Occupations*

*Law & Society Review*

*Social Psychology Quarterly*

*Time-Sharing Experiments for the Social Sciences*

*Socio-Economic Review*

*ILR Review*

*PNAS*

*Sociological Science*