Koji Chavez

Indiana University, Department of Sociology

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March 2025

# Academic Appointments

Indiana University

Assistant Professor 2018-Present

Washington University in St. Louis

Postdoctoral Research Associate 2016-2018

# Education

Stanford University

PhD, Sociology 2016

MA, Sociology 2011

University of California, Santa Barbara

BA, Economics and Spanish, Magna Cum Laude, Phi Beta Kappa 2007

# Research Interests

Labor market inequality, discrimination, hiring, race, gender, diversity

# Publications (\* Denotes Peer Review; † Denotes Shared First-author)

**Articles, Book Chapters, and Reports**

\*Chavez, Koji. 2025. “Gendered Pathways to the Job Offer: Stereotypes and Diversity Value During Job Offer Decisions in Software Engineering Hiring.” *Socius* 11:1-17.

\*Weisshaar, Katherine, Koji Chavez†, and Tania Hutt. 2024. “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” *American Sociological Review* 89(3):584-613.

\*Chavez, Koji, Katherine Weisshaar†, and Tania Cabello-Hutt. 2022. “Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020.” *Work & Occupations* 49(1):275-315.

\*Chavez, Koji. 2021 “Penalized for Personality: A Case Study of Asian-Origin Disadvantage in Hiring.” *Sociology of Race and Ethnicity* 7(2):226-246.

\*Chavez, Koji. 2020 “Education and Referrals: Parallel Mechanisms of White and Asian Hiring Advantage in a Silicon Valley High Technology Firm.” *Research in the Sociology of Work*, Special Issue 34: 83-113.

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

Chavez, Koji and Adia Harvey Wingfield. 2018. “Racializing Gendered Interactions.” Pp. 185-198 in *The Handbook of the Sociology of Gender*, edited by B. Risman, C. Froyum, and W. Scarborough. New York: Springer Science + Business Media.

\*Chavez, Koji, Chris Wimer, David M. Betson, and Lucas Manfield. 2018.“Medical Needs and Poverty Among the Elderly Population: The Role of Out-Of-Pocket Medical Expenditures and Annuitized Assets under the Supplemental Poverty Measure.” *Social Security Bulletin* 78(1):47-75.

Chavez, Koji. 2017 “Getting a Job: Cultural Norms, Emotional Energy, and the Foreign-Educated Immigrant Hiring Penalty.” *Academy of Management Best Papers Proceedings*, 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Chavez, Koji and Beth Red Bird. 2015. “Occupational Closure and Immigrant Economic Incorporation.” Pp. 294-319 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.

Danziger, Sheldon, Koji Chavez, Erin Cumberworth. October, 2012. *A Great Recession Brief:* *Poverty and the Great Recession.* Stanford, CA: Stanford Center on Poverty and Inequality.

**Service/Teaching Related**

Chavez, Koji and Brandon A. Jackson†. 2025. “Introducing 2025 ASA President Adia Wingfield, the 2025 ASA President.” *Footnotes.*

# Manuscripts Under Review

Chavez, Koji, Katherine Weisshaar†, and Tania Hutt. “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching.” (2nd Revise and Resubmit)

# Working Papers

Chavez, Koji, Alyssa Browne, and Kayla Cook. “Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.”

Kim, Eehyun, Anne Kavalerchik, Koji Chavez, and Byungkyu Lee. “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market from 2001 to 2023.”

Weisshaar, Katherine, Christianne Corbett, Koji Chavez. “The Room Where it Happens: The Gendered Dynamics of Access and Returns to Workplace Social Capital.”

Schaumberg, Becky, and Koji Chavez. “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.”

Schaumberg, Becky, and Koji Chavez, Anna Merrit, and Frank Flynn. “Guilt is Good: Assessing Whether, When, and Why Guilt Proneness is Related to Job Performance.”

# Research Grants

2024. NSF CAREER Grant. $154,247. (Rejected)

2024. Center for Research on Race & Ethnicity in Society. Faculty Seed Grant Award. $5,000.

2020-2021. Russell Sage Foundation, Future of Work. $49,946. (Katherine Weisshaar Co-PI)

2020-2021. National Science Foundation. $267,529. (Katherine Weisshaar Co-PI)

2020. Time-Sharing Experiments in the Social Sciences. $16,000. (Katherine Weisshaar Co-PI)

2019. Center for Research on Race & Ethnicity in Society. Faculty Seed Grant Award. $5,000.

2019. Carolina Population Center. Seed Grant Award. $6,710.

2013. Office of the Vice Provost for Graduate Education, Stanford University. Diversity Dissertation Research Opportunity.

2013. School of Humanities and Sciences, Stanford California. Graduate Research Opportunity Funds.

# Awards, Fellowships, and honors

*Trustees Teaching Award*, Indiana University 2021, 2024

*DARE Fellowship*, Stanford University 2013-2016

*National Poverty Fellowship*, Stanford University 2011-2016

*EDGE-SBE Fellow*, Stanford University 2009-2016

*Catalyst Award*, Thinking Gender Conference 2015

*Dornbusch Award*, Sociology Department, Stanford University 2012

# Invited Presentations and Panels

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| --- | --- |
| New Approaches to the Job Matching Process. Thematic Session American Sociological Association Annual Meeting. Chicago. Invited Speaker | 2025 |
| “What’s Next for Employment Equity After the 'New Economy?'” Thematic Session, American Sociological Association Annual Meeting. Chicago. Invited Discussant. | 2025 |
| “Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.” Indiana University, Sociology Department. Invited Speaker | 2025 |
| “Diversity Buffering: The Organization of Diversity Labor and the Consequences for Employee Goodwill Toward Corporate Diversity Efforts.” Causes and Consequences of Labor Market Mismatch Workshop, The Millenium Nucleus LM2C2. Pontificia Universidad Católica de Chile. Santiago, Chile. Invited Speaker. | 2024 |
| Organizations, Occupations, and Work Virtual Panel on Racialized and Gendered Organizations. American Sociological Association. Invited Panel Member. | 2024 |
| “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” School of Industrial and Labor Relations. Cornell University. Ithaca, NY. Invited Speaker. | 2024 |
| “Gray Areas: How the Way We Work Perpetuates Racism and What We Can Do to Fix It.” Pacific Sociological Association Annual Meeting. San Diego, CA. Invited Discussant. | 2024 |
| Mini-Conference on Gendered and Racialized Organizations. Eastern Sociological Society Annual Meeting. Washington D.C. Organizer. | 2024 |
| “’Hiring Folks for Diversity: Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions.” Sociology Department, Western University, London, Ontario. Invited Speaker. | 2023 |
| “Organizational Lenses on Intersectionality.” *Organizations, Occupations, and Work, American Sociological Association*, Virtual Event. Panel Member. | 2023 |
| “Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” O’Neill School of Public and Environmental Affairs of Indiana University. Invited Speaker. | 2023 |
| Virtual Book Launch for Fixing Stories: Local Newsmaking and International Media in Turkey and Syria. Indiana University, The Media School. Discussant. | 2022 |
| Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. *University of Wisconsin-Madison, Department of Sociology*. Invited Speaker. | 2021 |
| Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020. *Stanford University, Management Science and Engineering*. Invited Speaker. | 2021 |
| “Reframing, Questioning, and Critiquing Boundaries: Conversations about Family, Citizenship, and Work.” *University of North Carolina at Chapel Hill,* Colloquium. Panel Member. | 2021 |
| “Has Gender and Racial Discrimination Changed During the COVID-19 Pandemic?” *Columbia University, Center for the Study of Wealth and Inequality*, Seminar Series. Invited Speaker. | 2021 |
| “The Myth of Gender Equality in Hiring.” *Stanford University, WISE Research Roundtable* | 2015 |
| “Women in the Engineering Pipeline: Why Gender (and Nativity) Still Matter in the ‘Most Egalitarian’ Industry” *Stanford University, Michelle R. Clayman Institute for Gender Research,* *Corporate Partner Program*. | 2014 |

# Conference Presentations

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| “Diversity Disillusion: Support for Diversity Practices as a Consequence of a Processual Segregation of Diversity Labor.” American Sociological Association, OOW session. Montreal, Canada. | 2024 |
| “The Great Recession and Its Aftermath: Rising Inequality in the Sociology Academic Job Market.” American Sociological Association, IPM session. Montreal, Canada. | 2024 |
| “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” Eastern Sociological Association, Gendered and Racialized Organizations. Washington, D.C. | 2024 |
| “Hiring Folks for Diversity: The Commodification of Gender and Racial Diversity in Hiring by Job Level.” American Sociological Association, Gendered and Racialized Organizations. Los Angeles, CA. | 2022 |
| *The Good in the Bad and the Bad in the Good: The Counterintuitive Self in Organizational Life.* Symposium, Academy of Management Annual Meeting. Seattle, WA. | 2022 |
| “The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.” *American Sociological Association*, The COVID-19 Pandemic: Gendered Risks, Gendered Consequences. Virtual. | 2021 |
| “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Relative Qualification.” *Population Association of America*, Diversity and Discrimination in the Education Pipeline and Labor Market. Washington, DC. | 2020 |
| “Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance.” *Academy of Management*, Shame Symposium. Vancouver, Canada. | 2020 |
| “Compared to Whom? Parallel Mechanisms of Black and Latinx Hiring Disadvantage in a Silicon Valley High Technology Firm.” *American Sociological Association*, Job Search and Opportunity, Paper Session. New York, New York. | 2019 |
| “‘That One Time?’ Or ‘Lucky to Be Here?’ Occupational Status and Black Americans’ Perceptions of Workplace Racial Discrimination.” *American Sociological Association*, Theorizing Race in Organizations, Paper Session. New York, New York. | 2019 |
| “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. | 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. | 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. | 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. | 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. | 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. | 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. | 2015 |
| “Guilt is Good: The Relationship between Guilt Proneness and Task Performance” *Academy of Management*, Upsides and Downsides of Guilt Symposium. Vancouver, VA, Canada. | 2015 |
| “Gendered Pathways to the Job Offer.” *Thinking Gender Conference*. Center for the Study of Women, University of California, Los Angeles. | 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. | 2014 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *American Sociological Association*, Poverty and Mobility Roundtable. San Francisco, CA. | 2014 |
| “Gendered Pathways to the Job Offer in the Engineering Hiring Pipeline” *Poverty and Inequality in the 21st Century Conference*. Tohoku University, Sendai, Japan. | 2014 |
| “Occupational Closure and Immigrant Economic Incorporation.” *Institute for Research on Labor and Employment*. University of California, Los Angeles, Los Angeles, CA. | 2013 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *Research Committee on Social Stratification* RC28. Trento, Italy. | 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. | 2012 |
| “The Dividends of Diversity: Workplace Racial Composition and Within Race Inequality.” *Society for the Study of Social Problems*. Denver, CO. | 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. | 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. | 2010 |

# Teaching Experience

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| Instructor |  |  |  |
| Course | Students | Level | Years |
| *Advanced Research Techniques*, Indiana University | 14 | G | 2020-2025 |
| *Race and Ethnic Intergroup Relations*, Indiana University | 25 | U | 2019-2025 |
| *Work in the New Economy*, Indiana University | 35-50 | U | 2018-2024 |
| *Social Construction of Race*, Washington University in STL | 25 | U | 2017 |
| *The Sociology of Work*, Washington University in STL | 10 | U | 2017 |
| Teaching Assistant |  |  |  |
| Course |  |  |  |
| *Introduction to Social Stratification*, Stanford University | 100 | U | 2011 |
| *The Urban Underclass*, Stanford University | 100 | U | 2010 |
| *Mexicans, Mexican Americans, and Chicanos*, Stanford University | 50 | U | 2010 |

# Student Mentoring

Dissertation Committee Member

Roberto Ortiz, Indiana University 2025-Present

Aaminah Long, Indiana University 2024-Present

Takuya Akada, Indiana University 2024-Present

Drew Myers, Indiana University 2024-Present

Alisha Kirchoff, Indiana University 2023-Present

Robert Gallagher, Indiana University 2023-Present

Derek Richardson, Indiana University 2023-Present

Zackary Dunivin, Indiana University 2021-2024

Nora Weber, Indiana University (co-Chair) 2022-Present

Junghun Han, Indiana University 2022-Present

Jasmine Davis, Indiana University 2021-Present

Emily Ekl, Indiana University 2021-Present

Yingjian Liang, Indiana University 2019-Present

Kaitlin Johnson, Indiana University 2020-2023

Cara Davies, Indiana University 2020-2023

Tania Hutt, University of North Carolina at Chapel Hill 2019-2023

Sean Vina, Indiana University 2019-2020

Qualifying Examination Committee Member

Alleluia Gusenga, Indiana University (Chair) 2024

Roberto Ortiz, Indiana University (Chair) 2024

Junghun Han, Indiana University 2021

Zackary Dunivin, Indiana University 2021

Jasmine Davis, Indiana University 2020

Yingjian Liang, Indiana University 2020

Research Supervisor

Yingjian Liang, Indiana University, Graduate 2023-Present

Madeline Ruprecht, Indiana University, Undergraduate 2021-2022

Olivia Christensen, Indiana University, Undergraduate 2020-2022

Natalia Fuentes-Rohwer, Indiana University, Undergraduate 2020-2023

Erika Ross, Indiana University, Undergraduate 2020-2021

Erin Arikan, Indiana University, Undergraduate 2020-2022

Olivia DeCrane, Indiana University, Undergraduate 2020-2021

Bobby Burns, Indiana University, Undergraduate 2021

Jane Dorsey, Indiana University, Undergraduate 2019

Suhail Mohammed, Indiana University, Undergraduate 2019

Nathan Norris, Indiana University, Undergraduate 2019

Katie Johnson, Indiana University, Graduate 2020-2023

Anne Kavalerchik, Indiana University, Graduate 2020- 2023

Alyssa Brown, University of North Carolina at Chapel Hill, Graduate 2020-2024

Lexi Hutcho, Indiana University, Undergraduate 2022-2022

Kayla Cook, University of North Carolina at Chapel Hill, Undergraduate 2021-Present

CRRES Undergraduate Research Program Supervisor/Mentor

Maria Martinez, Indiana University, Undergraduate 2019-2022

Kemal Perdana, Indiana University, Undergraduate 2021-2022

Independent Study

Marijke Van Dyke, Indiana University 2020

Zhixi Tang, Indiana University 2020

EDGE Mentoring Program

Isaac Gomez Nuñez, Stanford University 2011-2016

# Professional Service

American Sociological Association OOW Section Nomination Committee 2024-2025

American Sociological Association Program Committee, Section Organizer 2024-2025

VMware Women’s Leadership Innovation Lab at Stanford, Affiliated Faculty 2023-Present

Eastern Sociological Association, Mini-conference Organizer 2023-2024

American Sociological Association Program Committee, Section Organizer 2022-2023

Sociology Advisory Panel, National Science Foundation 2022-Present

Editorial Board Member, American Sociological Review 2022-2025

Editorial Board Member, Social Problems 2021-2024

Editorial Board Member, Gender & Society 2021-2024

Presider, Thematic Sessions American Sociological Association2020

# Institutional Service (Indiana University)

Presenter. Faculty Hiring Workshop, The College 2019, 2020, 2021, 2022, 2023

Presenter. Preparing Future Faculty Conference, The College 2023, 2024, 2025

Hilary Holbrow Book Workshop, East Asian Languages and Cultures 2021

*CRRES Faculty Affiliate*, Indiana University 2019-Present

# Department Service (Sociology)

Executive Committee Member Spring 2022, 2023-24, 2024-25

Classroom Observer 2023 (Fall), 2024 (Fall)

Graduate Admissions 2023-24

Workshop in Sociology at IU (WiSIU) Committee Chair 2024 (Spring), 2024-2025

Workshop in Sociology at IU (WiSIU) Committee Member 2022 (Fall), 2023 (Fall)

Graduate Fellowships Committee 2022 (Fall), 2024 (Spring)

Ad Hoc Personnel Committee, Sociology 2021

Graduate Affairs and Evaluation Committee Member 2020-21, 2021-22, 2023-24

Diversity, Equity, and Inclusion Committee Chair 2022-23

Diversity, Equity, and Inclusion Committee Member 2020-21, 2021-22

Sutherland Teaching Award Committee Member 2019-20

Climate Committee Member 2019-20

Schuessler Award Committee Member 2018-19

Library Coordinator 2018-19, 2025 (Spring)

Social Action Award Committee Chair 2025 (Spring)

F100 Personnel Subcommittee 2024-25

# Professional Memberships

American Sociological Association

Sociologists for Women in Society

The Society for the Study of Social Problems

# Consulting and Non-Academic Work

Building a Thriving Compassionate Community, *Bloomington, IN* 2020-2021

**Consultant:** Assisted with the development of unconscious bias training to be conducted with business and government agencies in Indiana. Currently evaluating the efficacy of bias training.