

Curriculum Vitae

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ANDREW M. PENNER
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POSITIONS

Professor of Sociology, University of California, Irvine	2018-Present
Director, Center for Administrative Data Analysis	
Faculty Affiliate of the Master of Public Policy Program; the Center for Population, Inequality, and Policy; and the Center for Organizational Research.	
Associate Professor of Sociology, University of California, Irvine	2014-2018
Assistant Professor of Sociology, University of California, Irvine	2008-2014

EDUCATION

Ph.D. University of California, Berkeley, Sociology	2008
M.A. University of California, Berkeley, Sociology	2003
B.A. University of Chicago, Sociology with Honors	2001

FELLOWSHIPS, HONORS, AND AWARDS

Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University	2023-2024
Elected Member of the Sociological Research Association	2021
Chancellor's Fellow, UC Irvine	2014-2017
Visiting Scholar, Institute for Research in the Social Sciences, Stanford University	2014-2016
Article of the Year Award, ASA Family Section	2015
Editor's Choice Award, Demographic Research	2015
Oliver Cromwell Cox Article Award, ASA Racial and Ethnic Minorities Section	2014
Kimberle Crenshaw Paper Award, SSSP Racial and Ethnic Minorities Division	2014
Best English Article, Norwegian Sociological Association	2014
Roger V. Gould Prize, American Journal of Sociology	2013
National Academy of Education/Spencer Postdoctoral Fellow	2012-2013

Finalist, Kanter Award for Excellence in Work-Family Research	2012
Richard M. Wolf Memorial Award, IEA	2009
Distinguished Graduate Student Paper, Pacific Sociological Association	2008
Best Graduate Student Paper, SSSP Educational Problems Division	2007
O'Donnell Fellow, UC Berkeley	2001-2008
National Science Foundation Graduate Research Fellow	2001-2004
Phi Beta Kappa, University of Chicago	2001

GRANTS

Spencer Foundation. "A statewide analysis of the relationships between school-based health centers and academic outcome." Co-PI (PI-Thurston Domina), 2020-2024. ~\$499,000

NIH RADx-UP. "Impact of COVID-19 testing and mitigation on equitable return-to-school in the second largest US school district." Co-Investigator (PI-Moira Inkelas), 2021-2023. ~\$2,973,000.

NICHD (R01). "Education and Transition to Adulthood." PI, 2018-2023. ~\$3,220,000

IES. "National Center for Research on Education Access and Choice (REACH)." Co-Investigator (Sub-Project ~\$608,000); Center PI-Doug Harris, 2018-2023. ~\$9,999,000

NSF. "IBSS-L: Recruiting, Hiring, and Retaining Math and Science Teachers." Co-PI (PI-Susanna Loeb), 2016-2019. ~\$1,000,000

NSF. "Collaborative Research: The Organizational Production of Earnings Inequalities." Co-PI (with Dustin Avent-Holt and Donald Tomaskovic-Devey), 2015-2018. ~\$251,000

Spencer Foundation. "Evaluating the Quality of Universal Algebra Learning (EQUAL)." Co-PI (PI-Thurston Domina), 2014-2017. ~\$394,000

NICHD Mentored Research Scientist Development Award (K01). "Why are boys faltering in school? International and longitudinal perspectives." PI (Mentors-Greg Duncan and Deborah Vandell), 2012-2017. ~\$592,000

NICHD Program Award (P01). "Unequal Effects? The Distributional Consequences of Educational Interventions" Co-Investigator (PI-Marianne Bitler), 2011-2016. ~\$919,000. Part of the program project (PI-Greg Duncan; ~\$4,667,000) "Human capital interventions across childhood and adolescence."

Stanford Center on Poverty and Inequality New Scholars Grant. PI, 2015. ~\$20,000

UC Center for New Racial Studies Faculty Research Grant, "An intersectional analysis of how social status shapes race." Co-PI (with Aliya Saperstein), 2011-2012. ~\$10,000

Russell Sage Foundation Presidential Authority Award, "The Consequences of Racial Fluidity for Inequality in the United States." Co-PI (with Aliya Saperstein), 2009-2010. ~\$35,000

BOOKS AND EDITED VOLUMES

- Domina, Thurston, Andrew M. Penner, and Emily K. Penner. *Schooled and Sorted: How Educational Categories Create Inequality*. 2023. Russell Sage Foundation Press.
- Domina, Thurston, Ben Gibbs, Lisa Nunn, and Andrew M. Penner (Eds). *Education and Society: An Introduction to Key Issues in the Sociology of Education*. 2019. University of California Press.
- Penner, Andrew M. and Kenneth A. Dodge (Eds). *Using Administrative Data for Social Science and Policy*. 2019. Editors of double issue of *RSF: the Russell Sage Foundation Journal of the Social Sciences*.

JOURNAL ARTICLES

- Spiegel, Michelle, Leah Clark, Thurston Domina, Vitaly Radsky, Paul Yoo, and Andrew M. Penner. Forthcoming. "Measuring school economic disadvantage." *Educational Evaluation and Policy Analysis*.
- Spiegel, Michelle, Emily K. Penner, and Andrew M. Penner. Forthcoming. "Inequities in student exposure to lead in classroom drinking fountains: Descriptive evidence comparing students within and across schools in Portland, Oregon." *Urban Education*.
- Godechot, Olivier, Donald Tomaskovic-Devey, István Boza, Lasse Henriksen, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Naomi Kodama, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Halil Sabanci, Max Thaning, Dustin Avent Holt, Nina Bandelj, Paula Apascaritei, Alexis Baudour, David Cort, Marta M. Elvira, Gergely Hajdu, Aleksandra Kanjuo-Mrčela, Joseph King, Andrew Penner, Trond Petersen, Andreja Poje, William Rainey, Mirna Safi, Matthew Soener. Forthcoming. "The great separation: Top earner segregation at work in advanced capitalist economies." *American Journal of Sociology*.
- Pickett, Robert E. M., Aliya Saperstein, and Andrew M. Penner. 2023. "Identification in interaction: Racial mirroring between interviewers and respondents." *Social Forces*, 102, 23-44.
- King, Joseph, Matthew Mendoza, Andrew M. Penner, Anthony Rainey, and Donald Tomaskovic-Devey. 2023. "Estimating firm-, occupation-, and job-level gender pay gaps with U.S. linked employer-employee population data, 2005 to 2015." *Socius*, 9, 1-19.
- Penner, Andrew M., Trond Petersen, Are Skeie Hermansen, William Anthony Rainey, István Boza, Marta Elvira, Olivier Godechot, Martin Hällsten, Lasse Folke Henriksen, Feng Hou, Aleksandra Kanjuo-Mrčela, Joseph King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltán Lippényi, Silvia Melzer, Eunmi Mun, Paula Apascaritei, Dustin Avent-Holt, Nina Bandelj, Gergely Hajdu, Jiwook Jung, Andreja Poje, Halil Sabanci, Mirna Safi, Matthew Soener, Donald Tomaskovic-Devey, and Zaibu Tufail. 2023. "Within-job gender pay inequality in 15 countries." *Nature Human Behaviour*, 7, 184-189.
- Davison, Miles, Andrew M. Penner, and Emily K. Penner. 2022. "Restorative for all? Racial disproportionality and school discipline under restorative justice." *American Educational Research Journal*, 59, 687-718.

- Hwang, NaYoung, Emily K. Penner, Miles Davison, Tanya Sanabria, Paul Hanselman, Thurston Domina, and Andrew M. Penner. 2022. "Reining in punitive discipline: Recent trends in exclusionary school discipline disparities." *Socius*, 8, 1-18.
- Davison, Miles, Andrew M. Penner, Emily Penner, Nikolas Pharris-Ciurej, Sonya R. Porter, Evan Rose, Yotam Shem-Tov, Paul Yoo. 2022. "School discipline and racial disparities in early adulthood." *Educational Researcher*, 51, 231-234.
- Hermansen, Are Skeie, Andrew M. Penner. 2022. "Trends in women's and men's college majors across four decades in Norway." *Socius*, 8, 1-2.
- Tomaskovic-Devey, Donald, Anthony Rainey, Dustin Avent-Holt, Nina Bandelj, István Boza, David Cort, Olivier Godechot, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Aleksandra Kanjuo-Mrčela, Joe King, Naomi Kodama, Tali Kristal, Alena Krizkova, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, Mirna Safi, Max Thaning, and Zaibu Tufail. 2020. "Rising between-workplace inequalities in high-income countries." *Proceedings of the National Academy of Sciences*, 117(17), 9277-9283.
- McEachin, Andrew, Thurston Domina, and Andrew M. Penner. 2020. "Heterogeneous effects of early algebra across California middle schools." *Journal of Policy Analysis and Management*, 39, 772-800.
- Sanabria, Tanya, Andrew M. Penner and Thurston Domina. 2020. "Failing at remediation? College remedial course-taking, failure and long-term student outcomes." *Research in Higher Education*, 61, 459-484.
- Pickett, Robert E. M., Aliya Saperstein, Andrew M. Penner. 2019. "Placing racial classification in context." *Socius*, 5, 1-15.
- Penner, Andrew M., and Kenneth A. Dodge. 2019. "Using administrative data for social science and policy." *RSF: the Russell Sage Foundation Journal of the Social Sciences*, 5 (3), 1-18.
- Penner, Andrew M., and Robb Willer. 2019. "Men's overpersistence and the gender gap in science and mathematics." *Socius*, 5, 1-17.
- Domina, Thurston, Nikolas Pharris-Ciurej, Andrew M. Penner, Emily K. Penner, Quentin Brummet, Sonya R. Porter, and Tanya Sanabria. 2018. "Is free and reduced-price lunch a valid measure of educational disadvantage?" *Educational Researcher*, 47, 539-555.
- Wong, Jaclyn S. and Andrew M. Penner. 2018. "Better together? Interracial relationships and depressive symptoms." *Socius*, 4, 1-11.
- Domina, Thurston, Andrew M. Penner, and Emily K. Penner. 2017. "Categorical inequality: Schools as sorting machines." *Annual Review of Sociology*, 43, 311-330.

- King, Joseph, Andrew M. Penner, Nina Bandelj, and Aleksandra Kanjuro-Mrčela. 2017. "Market transformation and the opportunity structure for gender inequality: A cohort analysis using linked employer-employee data from Slovenia." *Social Science Research*, 67, 14-33.
- Adams, Britni L., Joseph King, Andrew M. Penner, Aleksandra Kanjuro-Mrčela, and Nina Bandelj. 2017. "The returns to education and labor market sorting in Slovenia, 1993-2007." *Research in Social Stratification and Mobility*, 47, 55-65.
- Sanabria, Tanya and Andrew M. Penner. 2017. "Weeded out: Gendered responses to failing calculus." *Social Sciences* 6(47), 1-14.
- Domina, Thurston, Andrew M. Penner and Emily K. Penner. 2016. "Membership has its privileges?: Status incentives and categorical inequality in education." *Sociological Science*, 3, 264-295.
- Saperstein, Aliya, Jessica Kizer, and Andrew M. Penner. 2016. "Making the most of multiple measures: Disentangling the effects of different dimensions of race in survey research." *American Behavioral Scientist*, 60, 519-537.
- Wong, Jaclyn S. and Andrew M. Penner. 2016. "Gender and the returns to attractiveness." *Research in Social Stratification and Mobility*, 44, 113-123.
- Saperstein, Aliya and Andrew M. Penner. 2016. Still searching for a true race? Reply to Kramer et al. and Alba et al. *American Journal of Sociology*, 122, 263-285.
- Bailey, Stanley R., Fabrício M. Fialho, and Andrew M. Penner. 2016. "Interrogating race: Color, racial categories, and class across the Americas." *American Behavioral Scientist*, 60, 538-555.
- Goldman, Amy D. and Andrew M. Penner. 2016. "Exploring international gender differences in mathematics self-concept." *International Journal of Adolescence and Youth*, 21, 403-418.
- Penner, Andrew M. 2015. "Gender inequality in science." *Science*, 347(6219), 234-235.
- Penner, Andrew M., Thurston Domina, Emily K. Penner, and AnneMarie M. Conley. 2015. "Curricular policy as a collective effects problem: A distributional approach." *Social Science Research*, 52, 627-641.
- Penner, Andrew M. and Aliya Saperstein. 2015. "Disentangling the effects of racial self-identification and classification by others: The case of arrest." *Demography*, 52, 1017-1024.
- Domina, Thurston, Andrew McEachin, Andrew M. Penner, and Emily K. Penner. 2015. "Aiming high and falling short: California's 8th grade algebra-for-all effort." *Educational Evaluation and Policy Analysis*, 37, 275-295.
- Bailey, Stanley R., Aliya Saperstein, and Andrew M. Penner. 2014. "Race, color, and income inequality across the Americas." *Demographic Research*, 31, 735-756.
* Winner of *Demographic Research* Editor's Choice Award

- Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. 2014. "From motherhood penalties to husband premia: The new challenge for gender equality and family policy, lessons from Norway." *American Journal of Sociology*, 119, 1434-1472.
* Winner of the 2014 Norwegian Sociological Association Best English Article Award and the 2015 ASA section on Family Article of the Year Award
- Domina, Thurston, Andrew M. Penner, Emily K. Penner, and AnneMarie M. Conley. 2014. "Algebra for all: California's 8th grade algebra initiative as constrained curricula." *Teachers College Record*, 116(8), 1-32.
- Saperstein, Aliya, Andrew M. Penner, and Jessica M. Kizer. 2014. "The criminal justice system and the racialization of perceptions." *Annals of the American Academy of Political and Social Sciences*, 651, 104-121.
- Saperstein, Aliya and Andrew M. Penner. 2014. "Beyond the looking glass: Exploring fluidity in racial self-identification and interviewer classification." *Sociological Perspectives*, 57, 186-207.
- Kmec, Julie A., Matt L. Huffman, and Andrew M. Penner. 2014. "Being a parent or having a parent? The perceived employability of men and women who take employment leave." *American Behavioral Scientist*, 58, 453-472.
- Penner, Andrew M. 2014. "Can we expect more of teachers?" *Developmental Psychology*, 50, 1285-1287.
- Saperstein, Aliya, Andrew M. Penner, and Ryan Light. 2013. "Racial formation in perspective: Connecting individuals, institutions and power relations." *Annual Review of Sociology*, 39, 359-378.
- Penner, Andrew M. and Aliya Saperstein. 2013. "Engendering racial perceptions: An intersectional analysis of how social status shapes race." *Gender & Society*, 27, 319-343.
* Winner of the 2014 SSSP Racial and Ethnic Minorities Division Kimberle Crenshaw Outstanding Paper Award
- Penner, Andrew M., Aleksandra Kanjuo-Mrčela, Nina Bandelj, and Trond Petersen. 2012. "Neenakost po spolu v Sloveniji od 1993 do 2007: razlike v plačah na ravni delovnega mesta v perspektivi ekonomske sociologije." [Gender inequality in Slovenia, 1993-2007: An economic sociology perspective on job-level pay differences. In Slovenian.] *Teorija in Praksa*, 49, 854-877.
- Saperstein, Aliya and Andrew M. Penner. 2012. "Racial fluidity and inequality in the United States." *American Journal of Sociology*, 118, 676-727.
* Winner of the 2013 *American Journal of Sociology* Roger V. Gould Prize and the 2014 ASA section on Racial and Ethnic Minorities Oliver Cromwell Cox Best Article Award
- Penner, Andrew M., Harold J. Toro, and Matt Huffman. 2012. "Do women managers ameliorate gender differences in wages? Evidence from a large grocery retailer." *Sociological Perspectives*, 55, 365-381.

- Freeman, Jon, Andrew M. Penner, Aliya Saperstein, Matthias Scheutz, and Nalini Ambady. 2011. "Looking the part: Social status cues shape racial perception." *PLoS ONE*, 6, e25107.
- Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. 2011. "The male marital wage premium: Sorting versus differential pay." *Industrial and Labor Relations Review*, 54: 283-304.
* Finalist for the 2012 Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- Noymer, Andrew, Andrew M. Penner, and Aliya Saperstein. 2011. "Cause of death affects racial classification on death certificates." *PLoS ONE*, 6, e15812.
- Penner, Andrew M. and Robb Willer. 2011. "Stigma and glucose levels: Testing ego depletion and arousal explanations of stereotype threat effects." *Current Research in Social Psychology*, 16(3): 1-15.
- Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. 2010. "The within-job motherhood wage penalty in Norway, 1979-1996." *Journal of Marriage and Family*, 72: 1274-1288.
- Saperstein, Aliya and Andrew M. Penner. 2010. "The race of a criminal record: How incarceration colors racial perception." *Social Problems*, 57: 92-113.
- Křížková, Alena, Andrew M. Penner, and Trond Petersen. 2010. "The legacy of equality and the weakness of law: Within-job gender wage inequality in the Czech Republic." *European Sociological Review*, 26: 83-95.
- Høgsnes, Geir, Andrew M. Penner, and Trond Petersen. 2009. "Betydning av ekteskap og barn for kvinners lønn: Sortering på stillinger versus ulik lønn for likt arbeid." [The importance of marriage and children for women's wages: Sorting on jobs versus different pay for the same work. In Norwegian.] *Sosiologisk Tidsskrift*, 17: 353-379.
- Penner, Andrew M. 2008. "Gender differences in extreme mathematical achievement: An international perspective on biological and social factors." *American Journal of Sociology*, 114: S138-S170.
* Winner of the 2009 International Association for the Evaluation of Educational Achievement (IEA) Richard M. Wolf Memorial Award, the 2008 Pacific Sociological Association Distinguished Graduate Student Paper Award, and the 2007 Society for the Study of Social Problems Educational Problems Division Best Graduate Student Paper Award
- Penner, Andrew M. and Aliya Saperstein. 2008. "How social status shapes race." *Proceedings of the National Academy of Sciences*, 105: 19628-19630.
* Featured on the cover
- Penner, Andrew M. 2008. "Race and gender differences in wages: The role of occupational sorting at the point of hire." *The Sociological Quarterly*, 49: 597-614.

Penner, Andrew M. and Marcel Paret. 2008. "Gender differences in mathematics achievement: Exploring the early grades and the extremes." *Social Science Research*, 37: 239-253.

Křížková, Alena, Andrew M. Penner and Trond Petersen. 2008. "Genderové nerovnosti v odměňování na stejné pracovní pozici: Jeden z faktorů sociálního vyloučení žen." [Within-job gender wage inequality: The role of the social exclusion of women. In Czech.] *Gender, rovné příležitosti, výzkum*, 8: 55-67.

Høgsnes, Geir, Andrew M. Penner, and Trond Petersen. 2008. "Menns lønnspremie fra ekteskap: Sortering eller påvirkning versus ulik belønning." [The male marital wage premium: Selection or treatment, versus discrimination. In Norwegian.] *Sosiologisk Tidsskrift*, 16: 211-236.

Høgsnes, Geir, Andrew M. Penner, and Trond Petersen. 2006. "Betydningen av familie og barn for kvinner og menns lønn." [The importance of families and children for women and men's wages. In Norwegian.] *Søkelys på Arbeidsmarkedet*, 23: 31-38.

Penner, Andrew M. 2003. "International gender-by-item-difficulty interactions in mathematics and science achievement tests." *Journal of Educational Psychology*, 95: 650-655.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Spiegel, Michelle, Leah R. Clark, Thurston Domina, Vitaly Radsy, and Andrew M. Penner. In press. "Measuring Economic Disadvantage in Schools in the post-CEP Era." In Downes, T. & Killeen, K. (Eds). *What Comes After Lunch?: Alternative Measures of Economic and Social Disadvantage and their Implications*. Charlotte, NC: Information Age Publishing.

Hermansen, Are Skeie, Trond Petersen, and Andrew M. Penner. December 7, 2022. "Også i samme jobb tjener kvinner betydelig mindre enn men." *Morgenbladet*. [Even in the same job, women earn significantly less than men. In Norwegian.]

Henriksen, Lasse Folke, and Andrew M. Penner. November 27, 2022. "Ligestilling. Vi har ikke lige løn for lige arbejde." *Politiken*. [Equality. We do not have equal pay for equal work. In Danish.]

Petersen, Trond, Andrew M. Penner, Geir Høgsnes. 2017. "The Impact of Family Policies during Turbulent Times." Pp. 223-240 in Christopher K. Ansell, Jarle Trondal, and Morten Ogaard (Eds.), *Governance in Turbulent Times*. Oxford: Oxford University Press.

Saperstein, Aliya and Andrew M. Penner. 2014. "The dynamics of racial fluidity and inequality." Pp. 687-695 in David B. Grusky (Ed.), *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.

Bitler, Marianne, Thurston Domina, Andrew M. Penner, and Emily K. Penner. 2014. "Quantile Regression." Pp. 592-595 in Dominic J. Brewer and Lawrence O. Picus (Eds.), *Encyclopedia of Education Economics and Finance*. Thousand Oaks, CA: Sage.

Penner, Andrew M. and Todd CadwalladerOlsker. 2012. "Gender differences in mathematics and science achievement across the distribution: What international variation can tell us about the role of biology and society." Pp. 441-468 in Ferdinand D. Rivera and Helen Forgasz (Eds.), *Towards Equity in Mathematics Education: Gender, Culture, and Diversity*. New York: Springer.

Penner, Andrew M. and Harold J. Toro. 2010. "Women in power and gender wage inequality: The case of small businesses." Pp. 83-105 in Christine L. Williams and Kirsten Dellinger (Eds.), *Research in the Sociology of Work: Gender and Sexuality in the Workplace*. Bingley, UK: Emerald.

Høgsnes, Geir, Andrew M. Penner, and Trond Petersen. 2010. "Betydning av ekteskap og barn for kvinners lønn." Pp. 87-104 in Dag Album, Marianne Nordli Hansen, and Karin Widerberg (Eds.), *Metodene Våre. Eksempler fra Samfunnsvitenskapelig Forskning*. ["The importance of marriage and children for women's wages" in *Our Methods: Examples from Social Science Research*. In Norwegian.] Oslo: Universitetsforlaget.

CONFERENCE PAPERS

Spiegel, Michelle, Emily K. Penner, Andrew M. Penner, and Scott Bartell. "Elevated Lead Levels and School Suspensions and Absences: Exploiting within-School Variation in Lead Exposure." Presented at the annual meeting of the American Educational Research Association, Toronto, April 2019.

Sanabria, Tanya and Andrew M. Penner. "What's in a label? The long-term effects of student labels." Presented at the annual meeting of the American Educational Research Association, Toronto, April 2019.

Davison, Miles, Andrew M. Penner, and Emily K. Penner. "Restorative for all? Racial disproportionality and restorative justice practices in a large urban school district." Presented at the annual meeting of the American Sociological Association, Philadelphia, August 2018.

Penner, Andrew M., and Kenneth A. Dodge. "Using administrative data for social science and policy." Presented at University of Haifa's workshop on Intergenerational Mobility and Income Inequality, March 2018.

Domina, Thurston, Andrew M. Penner, Nikolas Pharris Ciurej, Tanya Sanabria, Emily K. Penner, Quentin Brummet, and Sonya R. Porter. "A poor proxy for poverty: Administrative free and reduced-price lunch data and household income." Presented at the fall meeting of the Association for Public Policy Analysis and Management, Chicago, November 2017.

Pickett, Robert, Aliya Saperstein, and Andrew M. Penner. "Your race is my race too: Racial fluidity in survey interviewer self-identification." Presented at the annual meeting of the American Sociological Association, Montreal, August 2017.

Penner, Andrew M., Joseph King, Trond Petersen, Dustin Avent-Holt, Nina Bandelj, István Boza, Olivier Godechot, Martin Hällsten, Alena Křížková, Andrea Hense, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Zoltán Lippényi, Silvia Melzer, Aleksandra Kanjuo-Mrčela,

Naomi Kodama, Eunmi Mun, Andreja Poje, William Anthony Rainey, Mirna Safi, Donald Tomaskovic-Devey, and Zaibu Tufail. Within-job gender inequality in international perspective. Presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Cologne, March 2017.

McEachin, Andrew, Thurston Domina, and Andrew M. Penner. "The Causal Effects of Advanced Mathematics Coursetaking." Presented at the annual meeting of the Sociology of Education Association, Pacific Grove, February 2017. Also presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Cologne, March 2017; the International Sociological Association World Congress, Toronto; and the annual meeting of the American Educational Research Association, Toronto, April 2019.

Sanabria, Tanya, Andrew M. Penner and Thurston Domina. "Failing at remediation? College remedial course-taking, failure and long-term student outcomes." Presented at the annual meeting of the Sociology of Education Association, Pacific Grove, February 2016. Also presented at the annual meeting of the American Sociological Association, Seattle, August 2016.

Wong, Jaclyn S. and Andrew M. Penner. "The case for interracial marriage? Interracial marriage and depression." Presented at the annual meeting of the American Sociological Association, Chicago, August 2015. Also presented at the annual meeting of the Population Association of America, Washington, DC, March 2016.

King, Joseph, Andrew M. Penner, Nina Bandelj, and Aleksandra Kanjuro-Mrčela. "Market transformation and the opportunity structure for gender inequality: A cohort analysis using linked employer-employee data from Slovenia." Presented at the annual meeting of the Population Association of America, San Diego, May 2015. Also presented at the annual meeting of the Society for the Advancement of Socio-Economics, London, July 2015; the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Philadelphia, August 2015; and the annual meeting of the American Sociological Association, Chicago, August 2015.

Adams, Britni L., Andrew M. Penner, Aleksandra Kanjuro-Mrčela, and Nina Bandelj. "Returns to education and labor market sorting in transition economies: The case of Slovenia, 1993-2007." Presented at the annual meeting of the Population Association of America, Boston, May 2014. Also presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Tilburg, May 2015; and the Research in Social Stratification and Mobility Organizations and Inequality conference, Bielefeld, June 2015.

Domina, Thurston, Andrew M. Penner, and Emily K. Penner. "Membership has its privileges?: Student incentives and stigmatized identities in the accountability era." Presented at the spring meeting of the Society for Research on Educational Effectiveness, Washington, DC, March 2014. Also presented at the annual meeting of the American Educational Research Association, Philadelphia, April 2014; the annual meeting of the American Sociological Association, San Francisco, August 2014; the annual meeting of the Sociology of Education Association, Pacific Grove, February 2015; the biennial meeting of the Society for Research in Child Development, Philadelphia, March 2015; and the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Tilburg, May 2015.

Saperstein, Aliya, Robert Pickett, and Andrew M. Penner. "The Social Context of Racial Perceptions." Presented at the annual meeting of the American Sociological Association, New York, August 2013. Also presented at the annual meeting of the Population Association of America, San Diego, May 2015.

Penner, Andrew M., Robb Willer, Tanya Sanabria, Christine Tomlinson. "Refusing to fail: Over-persistence, under-persistence, and the gender gap in science." Presented at the biennial meeting of the Society for Research in Child Development, Seattle, April 2013. Also presented at the annual meeting of the American Educational Research Association, San Francisco, April 2013; and the fall meeting of the Association for Public Policy Analysis and Management, Miami, November 2015.

Penner, Andrew M. and Jaclyn S. Wong. "Working it at work: Social and biological explanations for the pulchritude premium." Presented at the annual meeting of the American Sociological Association, Denver, August 2012.

Penner, Andrew M., Aliya Saperstein, and Jessica Kizer. "Race and inequality: Disentangling the effects of racial self-identification and classification by others." Poster award winner at the annual meeting of the Population Association of America, San Francisco, May 2012.

Penner, Andrew M. and Robb Willer. "Immune to failure: Masculine over-persistence and the gender gap in STEM." Presented at the annual meeting of the Sociology of Education Association, Pacific Grove, February 2012. Also presented at the annual meeting of the American Sociological Association, Denver, August 2012.

Penner, Andrew M. and Aliya Saperstein. "Engendering racial perceptions: An intersectional analysis of how social status shapes race." Presented at the annual meeting of the American Sociological Association, Las Vegas, August 2011. Also presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Hong Kong, May 2012.

Domina, Thurston, Andrew M. Penner, Emily K. Penner, and AnneMarie M. Conley. "Does detracking work? Evidence from a mathematics curricular reform." Presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Essex, May 2011. Also presented at the annual meeting of the American Sociological Association, Las Vegas, August 2011, the spring meeting of the Society for Research on Educational Effectiveness, Washington, DC, March 2012, and the fall meeting of the Association for Public Policy Analysis and Management, Baltimore, November 2012.

Penner, Andrew M., Harold J. Toro, and Matt L. Huffman. "Do women managers ameliorate gender differences in wages? Evidence from a large grocery retailer." Presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Haifa, May 2010.

Saperstein, Aliya and Andrew M. Penner. "Beyond the looking glass: Exploring variation between racial self-identification and interviewer classification." Presented at the annual meeting of the Population Association of America, Dallas, April 2010.

Noymer, Andrew, Andrew M. Penner, and Aliya Saperstein. "Dyed black: Homicide and racial classification on death certificates." Presented at the annual meeting of the Population Association of America, Dallas, April 2010.

Saperstein, Aliya and Andrew M. Penner. "Does social status shape race? The effect of changes in social position on racial classification and identification." Presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Palo Alto, August 2008.

Penner, Andrew M. "Where does money matter most? How educational expenditures affect the top and bottom of the distribution." Presented at the annual meeting of the American Sociological Association, Boston, August 2008.

Penner, Andrew M. and Aliya Saperstein. "The race of a criminal record: How incarceration colors racial perception." Presented at the annual meeting of the Population Association of America, New Orleans, April 2008.

Penner, Andrew M. "Gender differences in extreme mathematical achievement: An international perspective on biological, social, and societal factors." Presented at the annual meeting of the Society for the Study of Social Problems, New York, August 2007. Also presented at the annual meeting of the Pacific Sociological Association, Portland, April 2008.

Penner, Andrew M. and Harold Toro. "Homophily or homomisia: Owner gender and gender wage inequality in small businesses." Presented at the annual meeting of the American Sociological Association, New York, August 2007. Also presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Montreal, August 2007.

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. "The male marital wage premium: Sorting versus differential pay." Presented at the annual meeting of the American Sociological Association, New York, August 2007.

Penner, Andrew M. and Marcel Paret. "Gender differences in kindergartners' mathematics achievement! Evidence from a nationally representative sample." Presented at the annual meeting of the American Sociological Association, Montreal, August 2006.

Penner, Andrew M. "A quantile regression approach to gender differences in international mathematics." Presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Los Angeles, August 2005.

Penner, Andrew M. "Debunking education's golden mean: A logistic approach to gender differences in international mathematics." Presented at the annual meeting of the American Sociological Association, Philadelphia, August 2005.

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. "The role of family for wages and careers: Lessons from the family-friendly corner of the world." Presented at the annual meeting of the American Sociological Association, Philadelphia, August 2005.

Penner, Andrew M. "Understanding the role of promotions in the 'family gap.'" Presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Oslo, May 2005.

Penner, Andrew M. "Race and gender discrimination in a large financial company." Presented at the annual meeting of the American Sociological Association, San Francisco, August 2004. Also presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Rio de Janeiro, August 2004.

INVITED TALKS AND PANELS

"The academic and socioemotional effects of advanced mathematics coursetaking." Presented at the University of California, Berkeley, Department of Demography, October 2023.

"Partnership research in education with blended data." Presented at the National Academy of Science workshop on Approaches to Sharing Blended Data in a 21st Century Data Infrastructure, May 2023.

"Understanding the social construction of race and the impact on data." Panelist at the National Academy of Medicine Culture of Health Program Hybrid Meeting: Systems Impact on Historically and Currently Marginalized Populations, March 2023.

"Research with administrative data from Adult Protective Services: Technical issues." Panelist at the Adult Protective Services Administrative Data Initiative (AADI) Online Forum, February 2023.

"A regression discontinuity approach to advanced mathematics coursetaking." Presented at the U.S. Government Accountability Office Center for Statistics and Data Analysis, December 2022.

"Within-job gender inequality in 15 countries." Presented at the Norwegian Academy of Sciences, June 2022; Orange County Women Lawyers Association, April 2023; and the Centre for Economic and Regional Studies in Hungary, June 2023.

"Schooled and sorted: How our most egalitarian institutions produce inequality." Presented at the University of Arizona, Department of Sociology, September 2018; University of Oslo, Department of Sociology, February 2018; and the Canadian Institute for Advanced Research Successful Societies program meeting January 2018.

"The causal effects of advanced mathematics coursetaking." Presented at the US Census Bureau, June 2017; University of Pennsylvania, Population Studies Center, March 2017; and Pennsylvania State University, Population Research Institute, October 2016.

"The causal effects of course failure." Presented at Sciences Po, L'Observatoire sociologique du changement, December 2016.

"'Membership has its privileges': Status incentives and categorical inequality in education." Presented at Stanford University, Scandinavian Consortium for Organizational Research,

October 2015; Oregon State University, School of Public Policy, October 2015; University of California, Berkeley, Department of Demography, September 2015; Brown University, Department of Sociology, April 2015; and University of Wisconsin, Madison, Center for Demography and Ecology, March 2015.

“Refusing to fail: Over-persistence, under-persistence, and the gender gap in science.” Presented at University of Michigan, Institute for Social Research, November 2013; New York University, Department of Sociology, November 2013; Princeton University, Office of Population Research, March 2013; University of California, Riverside, Department of Sociology, October 2012; University of California, Santa Barbara, Broom Center for Demography, October 2012; and University of California, Irvine, School of Education, October 2012.

“Racial fluidity and inequality in the United States.” Presented at Columbia University, Department of Sociology, February 2014; University of Michigan, Ford School of Public Policy, February 2014; University of Washington, Evans School of Public Affairs, January 2014; New York University Abu Dhabi, Department of Social Research and Public Policy, November 2013; and Rice University, Department of Sociology, November 2013.

“The organization of gender inequality.” Presented at the US Census Bureau, September 2015; University of Illinois at Urbana-Champaign, School of Labor and Employment Relations, November 2013.

“Gender differences in extreme mathematical achievement: An international perspective on biological and social factors.” Presented at University of Oregon, Department of Sociology, February 2010.

“Society, biology, and gender differences in high mathematical achievement.” Presented at University of California, Merced, School of Social Sciences, Humanities & Arts, December 2007; Cornell University, Department of Sociology, November 2007; and University of California, Irvine, Department of Sociology, October 2007.

“Gender differences in extreme mathematical achievement: An international perspective on biological and social factors.” Presented at University of California, Berkeley, Department of Demography, October 2007.

“Job-level inequality in the Czech Republic.” Presented at the Institute for Sociology of the Slovak Academy of Sciences, June 2007.

COURSES TAUGHT

Sociology 157AW—Undergraduate course on the sociology of education, UC Irvine

Sociology 173—Undergraduate course on social inequality, UC Irvine

Sociology 180AW—Undergraduate major capstone class, UC Irvine

Sociology 220A—Required graduate course on research design, UC Irvine

Sociology 232—Graduate seminar on social inequality, UC Irvine

Sociology 239—Graduate seminar on NIH grant writing, UC Irvine

Sociology 239—Graduate seminar on women in science, UC Irvine

STUDENT SUPERVISION

PhD Supervision

Dissertation committee member, Hannah Hertenstein, UC Irvine	2023-Present
Dissertation committee member, Paul Yoo, UC Irvine	2022-Present
Dissertation committee member, Wesley Jeffrey, UC Irvine	2022-Present
Dissertation committee member, XunFei Li, UC Irvine	2022-Present
Dissertation committee member, Grace Kim, UC Irvine	2022-Present
Dissertation committee member, Michelle Spiegel, UC Irvine	2021-2023
Dissertation committee member, Yujia Liu, UC Irvine	2021-2023
Prospectus committee member, Cecilia Perez, UC Irvine	2022
Prospectus committee member, Ashlee Belgrave, UC Irvine	2022
Dissertation committee chair, Miles Davison, UC Irvine	2018-2022
Dissertation committee member, Breana Spencer, UC Irvine	2021-2022
Dissertation committee member, Noemi Linares-Ramirez, UC Irvine	2020-2022
Dissertation committee member, Sara Villalta, UC Irvine	2019-2022
Dissertation committee member, Shahin Davoudpour, UC Irvine	2019-2021
Prospectus committee member, Jinna Kim, UC Irvine	2021
Prospectus committee member, Mark Magidson, UC Irvine	2020
Dissertation committee chair, Tanya Sanabria, UC Irvine	2016-2019
Dissertation committee member, Erin Fahle, Stanford	2017-2018
Dissertation committee member, Ryan Lewis, UC Irvine	2017-2018
Dissertation committee chair, Ann Fefferman, UC Irvine	2016-2018
Dissertation committee member, Britni Adams, UC Irvine	2015-2018
Dissertation committee member, NaYoung Hwang, UC Irvine	2016-2017
Dissertation committee chair, Jessica Kizer, UC Irvine	2015-2017
Prospectus committee member, Nicholas Graham, UC Irvine	2016
Dissertation committee chair, Joseph King, UC Irvine	2014-2016
Dissertation committee chair, Karolina Placek, UC Irvine	2014-2016
Dissertation committee member, Mariam Ashtiani, UC Irvine	2012-2016
Prospectus committee co-chair, Nicole Pierski, UC Irvine	2014
Dissertation committee member, Marisa Omori, UC Irvine	2012-2014
Dissertation committee co-chair, Joshua Saldana, UC Irvine	2010-2014
Dissertation committee member, Daisy Carreon, UC Irvine	2011-2013
Prospectus committee member, Nick Petersen, UC Irvine	2013
Prospectus committee member, Jacob Shane, UC Irvine	2013
Prospectus committee member, Tran Dang Keys, UC Irvine	2011-2013
Prospectus committee member, Hannah Kang, UC Irvine	2012
Dissertation committee member, Erik Ruzek, UC Irvine	2011-2012
Prospectus committee member, James Leak, UC Irvine	2010-2012
Prospectus committee member, Eileen Haddad, UC Irvine	2010
Prospectus committee member, Renee Ellis, UC Irvine	2009

MA Supervision

MA thesis reader, Amy Liu, UC Irvine	2023
MA thesis reader, Leah Bayston, UC Irvine	2023
MA thesis reader, Matthew Erkenbrack, UC Irvine	2021
MA thesis reader, Hannah Hertenstein, UC Irvine	2021

MA thesis reader, Ashley Torres, UC Irvine	2021
MA thesis advisor, Sergio Cervantes, UC Irvine	2020
MA thesis reader, Sabrina Mai, UC Irvine	2020
MA thesis advisor, Miles Davison, UC Irvine	2017
MA thesis reader, Erin Fahle, Stanford University	2015
MA thesis reader, Kelly Ward, UC Irvine	2015
MA thesis advisor, Tanya Sanabria, UC Irvine	2014
MA thesis reader, Joseph King, UC Irvine	2014
MA thesis advisor, Christine Tomlinson, UC Irvine	2013
MA thesis advisor, Britni Adams, UC Irvine	2012
MA thesis advisor, Jessica Kizer, UC Irvine	2012
MA thesis advisor, Leslie Miller, UC Irvine	2012
MA thesis advisor, Karolina Placek, UC Irvine	2012
MA thesis reader, Erin Evans, UC Irvine	2011
MA thesis reader, Mariam Ashtiani, UC Irvine	2010
MA thesis reader, David Peterson, UC Irvine	2010
MA thesis reader, Daisy Carreon, UC Irvine	2009
MA thesis reader, Joshua Saldana, UC Irvine	2009
MA thesis advisory reader, Tore Viland, University of Oslo	2008
MA thesis advisory reader, Henrik Iversen, University of Oslo	2008

Undergraduate and Other Supervision

Honors thesis advisor, Elizabeth Montoya, UC Irvine	2021-2022
Honors thesis advisor, Joseph Hurr, UC Irvine	2021-2022
Honors thesis advisor, Jaclyn Breen, UC Irvine	2021-2022
Honors thesis advisor, Joanna Martinez, UC Irvine	2019-2020
Honors thesis advisor, Shoshanah Pritchard, UC Irvine	2017-2018
Honors thesis advisor, Brenda Cervantes, UC Irvine	2016-2017
Honors thesis advisor, Kaylin Kelty, UC Irvine	2016-2017
Competitive edge research program mentor, Tanya Sanabria, UC Irvine	2012
Summer research opportunity program mentor, Amy Goldman, UC Irvine	2012
Honors thesis advisor, Amy Goldman, UC Irvine	2011-2012
Honors thesis advisor, Matthew Miller, UC Irvine	2010-2011
Summer research opportunity program mentor, Jaclyn Wong, UC Irvine	2010
Honors thesis advisor, Jaclyn Wong, UC Irvine	2009-2010
Summer research opportunity program mentor, Felipe Dias, UC Berkeley	2005
Summer research opportunity program mentor, Zinzi Bailey, UC Berkeley	2005

SERVICE

What Matters to Me and Why Planning Committee, UCI	2023-Present
Chancellor's Advisory Council on Climate, Culture and Inclusion, UCI	2014-Present
Editorial Board Member, Demography	2016-Present
Presenter, 21 st Century Data Infrastructure, National Academy of Sciences	2023
Panelist, Culture of Health Program, National Academy of Medicine	2023
Panelist, APS Administrative Data Initiative, NAPSA	2023
Panelist, Equal Pay Day, OC Women Lawyers Association	2023
Predocctoral Fellow Mentor, National Academy of Education	2022-2023

Undergraduate Director, Department of Sociology, UCI	2021-2022
Executive Committee, Department of Sociology, UCI	2021-2022
Editorial Board Member, Socius	2019-2021
Center for Population, Inequality, and Policy, Steering Committee	2019-2020
ASA Inequality, Poverty, and Mobility Section Officer	2016-2019
Editorial Board Member, Sociology of Education	2016-2018
ASA Committee on the Status of Women in Sociology	2016-2018
Treasurer, Sociology of Education Association	2015-2017
Faculty Search Committee Chair, UC Irvine	2016
SASE Mini-Conference Organizer	2015
Board of Directors, Sociology of Education Association	2012-2014
Faculty Search Committee, UC Irvine	2010, 2014, 2015
Academic Senate Assembly Representative, Social Sciences, UC Irvine	2010
Phi Beta Kappa selection committee, UC Irvine	2010
External member, Economics Qualifying Exams, UC Irvine	2010
Undergraduate Committee, UC Irvine	2008-2010
Discussant: ASA 2009, 2014; PAA 2014, 2015; AERA 2016	
Session Organizer: ASA (Inequality, Poverty, and Mobility Section) 2013; PAA 2013	

Ad hoc reviewer for *AERA Open*, *American Educational Research Journal*, *American Journal of Sociology*, *American Sociological Review*, *Comparative Education Review*, *Czech Science Foundation*, *Demographic Research*, *Gender & Society*, *High Ability Studies*, *Industrial Relations*, *International Journal of Comparative Sociology*, *Journal for Research on Adolescence*, *Management Science*, *National Academy of Education*, *National Science Foundation*, *National Institutes of Health*, *Nature*, *Netherlands Organisation for Scientific Research*, *Proceedings of the National Academy of Sciences*, *Research Grants Council of Hong Kong*, *Research in Social Stratification and Mobility*, *The Royal Society of New Zealand*, *SAGE Open*, *Science*, *Sex Roles*, *Social Currents*, *Social Forces*, *Social Problems*, *Social Science Quarterly*, *Social Science Research*, *Society for Research on Educational Effectiveness*, *The Sociological Quarterly*, *Sociology of Education*, *Socio-Economic Review*, *Timesharing Experiments for the Social Sciences*, *Urban Education*, *Work and Occupations*

MEDIA COVERAGE OF RESEARCH

USA: *New York Times*; *USA Today*; *Los Angeles Times*; *Chicago Tribune*; *Chicago Sun-Times*; *Newsday*; *Wall Street Journal*; *Washington Post*; *BBC*; *Forbes*; *CBC*; *Morning Edition (NPR)*; *Code Switch (NPR)*; *Daily Mail*; *The Economist*; *TIME*; *Newsweek*; *The Colbert Report*; *Scientific American*; *The Plain Dealer*; *The Arizona Republic*; *The Florida Times-Union*; *Allure*; *Marie Claire*; *Cosmopolitan*; *Fortune*; *Boston Review*; *Tampa Bay Times*; *Huffington Post*; *The Root*; *Bustle*; *Hartford Courant*; *The News Journal*; *Daily Record*; *KPCC*; *KCBS*; *KCSN*; *Word of Mouth (NHPR)*; *Pathways*; *The New University*; *Oregon Daily Emerald*; *Stanford Daily*

International: *Politiken (Denmark)*; *DRTV (Denmark)*; *Berlingske Tidende (Denmark)*; *Ritzaus (Denmark)*; *P1 Morgen (Denmark)*; *El Economista (Spain)*; *Informativos Telecinco (Spain)*; *Europa Press (Spain)*; *Aftenposten (Norway)*; *Klassekampen (Norway)*; *Morgenbladet (Norway)*; *NRK (Norway)*; *Nyhetsmorgen (Norway)*; *Observatorio RH (Spain)*; *IESE Insight (Spain)*; *RRHHpress (Spain)*; *Hoy Aragón (Spain)*; *SIGLO (Spain)*; *Infonegocios Madrid (Spain)*; *Sticke Noticias (Spain)*; *65ymas.com (Spain)*; *NoticiasDe.es (Spain)*; *N1 (Slovenia)*; *STA (Slovenia)*; *Večer (Slovenia)*; *Mariborski Odmev (Slovenia)*; *Novice Svet24 (Slovenia)*; *Cekin (Slovenia)*; *The Gary Doyle Show-CKGL(Canada)*; *Nordschleswiger (Germany)*; *Smc.dk (Denmark)*; *Femina (Denmark)*; *Videnskab.dk (Denmark)*; *Csr.dk (Denmark)*;

Dagbladet Ringsted (Denmark); Midtjylland Avis (Denmark); Skive Folkeblad (Denmark); Nordvestnyt (Denmark); Kalundborg (Denmark); Nordvestnyt Holbæk (Denmark); Bornholms Tidende (Denmark); Dagbladet Roskilde (Denmark); Dagbladet Køge (Denmark); Avisen Danmark (Denmark); Fyns Amts-Avis (Denmark); Århus Stiftetidende (Denmark); Helsingør Dagblad (Denmark); Ekstra Bladet (Denmark); The Daily Report-Arirang TV (South Korea); Morning Wave Busan-BEFM (South Korea); Veja (Brazil); G1 Globo (Brazil); Indian Express (India); Zee News (India); Kennislink (Netherlands); VPRO Noorderlicht (Netherlands); Eurasia Review