

Curriculum Vitae  
(February 2018)

ANDREW M. PENNER  
Department of Sociology  
University of California, Irvine  
Irvine, CA 92697-5100

andrew.penner@uci.edu  
<http://www.socsci.uci.edu/~penner/>

*tel.* (949) 824-8411  
*fax* (949) 824-4717

**POSITIONS**

Associate Professor of Sociology, University of California, Irvine 2014-Present

Director, Center for Administrative Data Analysis

Faculty Affiliate of the Master of Public Policy Program; the Center for Demography and Social Analysis; the Center for Research on Immigration, Population and Public Policy; the Center for Organizational Research; the University of California Educational Evaluation Center; and the University of California Center for New Racial Studies

Member of the Irvine Network on Interventions in Development; and the Comparative Organizational Inequality Network

Visiting Scholar, Institute for Research in the Social Sciences 2014-2016  
Stanford University

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**

Chancellor's Fellow, UC Irvine 2014-2017  
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

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

## JOURNAL ARTICLES

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 Kanjuo-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 Kanjuo-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.
- 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.
- 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.
- 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.
- 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

- 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
- 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.
- 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.
- 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.
- Noymer, Andrew, Andrew M. Penner, and Aliya Saperstein. 2011. "Cause of death affects racial classification on death certificates." *PLoS ONE*, 6, e15812.
- 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
- 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

- 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.

## WORK IN PROGRESS

Domina, Thurston, Andrew M. Penner, and Emily K. Penner. *Schooled and Sorted: How Our Most Egalitarian Institutions Produce Inequality*. Book prospectus under contract with Russell Sage Foundation.

Domina, Thurston, Ben Gibbs, Lisa Nunn, and Andrew M. Penner (Eds). *Education and Society*. Textbook under contract with University of California Press.

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. *The Scandinavian Gender Miracle*. Book manuscript.

Penner, Andrew M. and Robb Willer. "Refusing to fail: Masculine persistence and the gender gap in science and mathematics."

Wong, Jaclyn S. and Andrew M. Penner. "The case for interracial marriage? Interracial marriage and depression."

Sanabria, Tanya, Andrew M. Penner and Thurston Domina. "Failing at remediation? College remedial course-taking, failure and long-term student outcomes."

## CONFERENCE PAPERS

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.

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**

"The Causal Effects of Advanced Mathematics Coursetaking." Presented at the University of Oslo, Department of Sociology, February 2018; 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 173–Undergraduate course on social inequality (online seminar), UC Irvine  
Sociology 180AW–Undergraduate major capstone class, UC Irvine  
Sociology 220A–Required graduate course on research design, UC Irvine  
Sociology 239–Graduate seminar on women in science, UC Irvine  
Sociology 239–Graduate seminar on social inequality, UC Irvine

## STUDENT SUPERVISION

### *PhD Supervision*

Dissertation committee member, Ryan Lewis, UC Irvine	2017-Present
Dissertation committee member, Erin Fahle, Stanford	2017-Present
Dissertation committee chair, Tanya Sanabria, UC Irvine	2016-Present
Dissertation committee chair, Ann Fefferman, UC Irvine	2016-Present
Dissertation committee member, NaYoung Hwang, UC Irvine	2016-Present
Dissertation committee member, Britni Adams, UC Irvine	2015-Present
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 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, 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

**MEMBERSHIPS AND SERVICE**

Chancellor's Advisory Council on Climate, Culture and Inclusion, UCI	2014-Present
ASA Inequality, Poverty, and Mobility Section Officer	2016-2019
Editorial Board Member, Demography	2016-2018
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 Science Foundation*, *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*

Memberships: American Educational Research Association; American Sociological Association, Section on Inequality, Poverty and Mobility; International Sociological Association, Research Committee 28; Sociology of Education Association; Society for Research in Child Development; Society for Research on Educational Effectiveness; Society for the Study of Social Problems; Pacific Sociological Association

## **MEDIA COVERAGE OF RESEARCH**

*New York Times; USA Today; Los Angeles Times; Chicago Tribune; Chicago Sun-Times; Newsday; Wall Street Journal; Washington Post; Morning Edition (NPR); BBC; CBC; 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); The Gary Doyle Show (CKGL); Pathways; The New University; Oregon Daily Emerald; Stanford Daily; Aftenposten (Norway); Klassekampen (Norway); Morning Wave Busan-BEFM (South Korea); Veja (Brazil); G1 Globo (Brazil); Indian Express (India); Zee News (India); Kennislink (Netherlands); VPRO Noorderlicht (Netherlands)*