

# Robert Donald Francis

Curriculum Vitae  
(Updated July 15, 2023)

Whitworth University  
Department of Sociology  
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## PROFESSIONAL APPOINTMENTS

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2019-Present Assistant Professor of Sociology, Whitworth University

## EDUCATION

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**PhD Sociology, Johns Hopkins University (2019)**

Dissertation Title: "Left Behind? Working-Class Men in Rural America"

Committee: Andrew Cherlin, Kathryn Edin (Princeton University), Meredith Greif, Robert Lieberman (Chair), Daniel Schlozman

**MA Social Science, University of Chicago (2006)**

Thesis: "The Emerging Church as a New Religious Movement: A Case Study in the Negotiation of Continuity and Change"

Advisor: Omar McRoberts

**BA Sociology/Biblical and Theological Studies, Wheaton College (IL) (1999)**

*Magna cum Laude*

## RESEARCH AND TEACHING INTERESTS

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Poverty and inequality, work and occupations, social class/working class, rural sociology, social policy, qualitative methods

## PUBLICATIONS

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\* *Indicates student coauthor*

### Peer-Reviewed Journal Articles

Forthcoming Hurst, Allison, Vincent J. Roscigno, Anthony Jack, Monica McDermott, Debbie Warnock, Jose Munoz, Wendi Johnson, Elizabeth Lee, Colby King, David Brady, Robert Francis, Kevin Delaney, and Margaret Vitullo. "The Graduate School Pipeline and First-Generation/Working Class Inequalities." *Sociology of Education*.

- 2023 Roscigno, Vincent J., Elizabeth Lee, Allison Hurst, David Brady, Colby King, Kevin Delaney, Monica McDermott, Jose Munoz, Wendi Johnson, **Robert D. Francis**, Debbie Warnock, and Margaret Vitullo. "Mobility & Inequality in the Professoriate: How and Why First-Generation and Working-Class Backgrounds Matter." *Socius* 9. <https://doi.org/10.1177/23780231231181859>.
- 2022 **Francis, Robert D.**, Carleigh Hill, and Jenise Overmier. "The Opportunity of Now: Adopting Open Educational Resources in the Sociology Classroom and Beyond." *Teaching Sociology*. OnlineFirst. <https://doi.org/10.1177/0092055X221129638>
- 2022 **Francis, Robert D.** "Moving On Up? The Role of Growing Up Rural in Shaping Why Working-Class Men Do—and Don't—Seek to Improve their Labor Market Prospects." *RSF: The Russell Sage Foundation Journal of the Social Sciences*. 8(4): 68-86.
- 2021 **Francis, Robert D.** "Missing Men? Precarity and Declining Labor Force Participation Among Working-Class Men." *Journal of Working-Class Studies*. 6(2): 65-79. DOI: <https://doi.org/10.13001/jwcs.v6i2.6835>.
- 2019 Edin, Kathryn, Timothy J. Nelson, Andrew Cherlin, and **Robert D. Francis**. "The Tenuous Attachments of Working-Class Men." *Journal of Economic Perspectives*. 33(2): 211-228.
- Covered in *The New York Times* and *The Atlantic*
  - Mentioned on *The Ezra Klein Show Podcast*
- 2019 Edin, Kathryn, Timothy J. Nelson, Rachel Butler, and **Robert D. Francis**. "Taking Care of Mine: Can Child Support Become a Family-Building Institution?" *Journal of Family Theory & Review*. 11(1): 79-91.
- 2018 **Francis, Robert D.** "Him, Not Her: Why Working-Class White Men Reluctant About Trump Still Made Him President of the United States." *Socius: Sociological Research for a Dynamic World*. Volume 4.

### **Under Review**

None

### **Book Chapters**

- Forthcoming **Francis, Robert D.** "Work, Unemployment, and Nonwork Among Working-Class Men in the Rural U.S." In *Handbook on Unemployment and Society*. Victor Tan Chen, Sabina Pultz, and Ofer Sharone, editors. Edward Elgar Publishing.
- 2023 **Francis, Robert D.** and Mary Gerhardstein\*. "Using Pathways of Public Service and Civic Engagement to Cultivate Vocational Discernment in the College Classroom." In *Emerging Stronger: Lessons from the Pandemic that Improve Pedagogical Skills*. Jeffrey Chin and Michele Kozimor-King, editors.

- 2012 Jones, Robert P. and **Robert D. Francis**. “The Black and White of Moral Values: How Attending to Race Challenges the Mythology of the Relationship between Religiosity and Political Attitudes and Behavior.” In *Faith and Race in American Political Life*. Robin Dale Jacobson and Nancy D. Wadsworth, editors. Charlottesville, VA: University of Virginia Press.

### **Reports**

- 2022 Roscigno, Vincent J. (Chair), David Brady, Kevin Delaney, **Robert Francis**, Allison Hurst, Anthony Jack, Wendi Johnson, Colby King, Elizabeth Lee, Monica McDermott, José A. Muñoz, Deborah Warnock, and Margaret Weigers Vitullo. “Report of the ASA Task Force on First-Generation and Working-Class People in Sociology.” Available at <https://www.asanet.org/sites/default/files/first-gen-college-students-task-force-report.pdf>.

### **Book Reviews**

- 2022 **Francis, Robert D.** “Gone Goose: The Remaking of an American Town in the Age of Climate Change.” *Contemporary Sociology*. 51(4): 304-306. DOI: <https://doi.org/10.1177/00943061221103312r>.
- 2021 **Francis, Robert D.** “Damaske, S. (2021) The Tolls of Uncertainty: How Privilege and the Guilt Gap Shape Unemployment in America. Princeton University Press.” *Journal of Working-Class Studies*. 6(2): 146-148. DOI: <https://doi.org/10.13001/jwcs.v6i2.6847>.
- 2019 **Francis, Robert D.** “Book Review of *Crossing Boundaries, Redefining Faith: Interdisciplinary Perspectives on the Emerging Church Movement*.” *Socio-Historical Examination of Religion and Ministry*. 1(1): 76-83. DOI: <https://doi.org/10.33929/sherm.2019.vol1.no1.07>
- 2018 **Francis, Robert D.** “Book Review: *Working in Class: Recognizing How Social Class Shapes Academic Life*.” *Teaching Sociology*. 46(3): 280-282.
- 2011 **Francis, Robert D.** “Robert D. Putnam and David E. Campbell’s *American Grace: How Religion Divides and Unites Us* and Adam Taylor’s *Mobilizing Hope: Faith-Inspired Activism for a Post-Civil Rights Generation*.” *The Journal of Lutheran Ethics*. 11(2).

### **Other Publications**

- 2023 **Francis, Robert D.**, Colby R. King, Marisela Martinez-Cola, Mary L. Scherer, Myron T. Strong. “Introduction to the Special Issue – A Class of Our Own: Teaching Sociology by, for, and about First-Generation and Working-Class People.” *Teaching Sociology* 51(3). <https://doi.org/10.1177/0092055X231178672>.
- 2019 **Francis, Robert D.** “Open Door Policy: Requiring Students to Visit Office Hours.” *Teaching/Learning Matters: Newsletter for the American Sociological Association Section on Teaching and Learning*. 48(3): 6-7.

- 2018 **Francis, Robert D.** “Skipping Class: First-Gen, Working-Class, and Low-Income People in Sociology and Beyond.” *The Sociologist*. May. Available at <http://thesociologistdc.com/all-issues/skipping-class-first-gen-working-class-and-low-income-students-in-college/>.
- 2017 **Francis, Robert D.** “White Poor, Black Poor: Untangling Structure and Culture.” *Activist History Review*. Available at <https://activisthistory.com/2017/09/22/white-poor-black-poor-untangling-structure-and-culture/>.
- 2017 **Francis, Robert D.** “Fatherhood in a Changing Economy.” *Public Justice Review*. 4(4). Available at [https://www.cpjustice.org/public/page/content/pjr\\_fv\\_fatherhood\\_in\\_a\\_changing\\_economy](https://www.cpjustice.org/public/page/content/pjr_fv_fatherhood_in_a_changing_economy).
- 2014 **Francis, Robert D.** “Making payroll: Nonprofits and the minimum wage.” *The Christian Century*. 131(22).
- 2012 **Francis, Robert D.** “Health care up close: What else the Affordable Care Act does.” *The Christian Century*. 129(20): 30-34.
- 2012 **Francis, Robert D.** “Providers as employers.” *The Christian Century*. 129(20): 33.
- 2009 **Francis, Robert D.** “Pursuing the Possible: Religious voices on health care.” *The Christian Century*. 126(14): 10-11.
- 2007 **Francis, Robert D.** “At the Policy Table: Religion and the US Farm Bill.” *Geez*. 8:13.
- 2007 **Francis, Robert D.** “The Church is the Last Safe Haven: Evangelical Latinos and the New Sanctuary Movement.” *Sojourners*. September-October: 17.
- 2007 **Francis, Robert D.** “Chorus or Cacophony?” *Sojourners*. September-October: 49-51.

## **MEDIA COVERAGE**

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- 2023 “S2 Episode 26: Moving in at Haystack Heights with Bob Francis.” Cohousing Houston Podcast. March 14. Available at <https://www.cohousinghouston.com/podcast/episode/79b08800/s2-episode-26-moving-in-at-haystack-heights-with-rob-francis>.
- 2023 “The Men—and Boys—Are Not Alright.” The Ezra Klein Show Podcast. March 10. <https://www.nytimes.com/2023/03/10/opinion/ezra-klein-podcast-richard-reeves.html>
- 2022 “RSF Journal Contributors Discuss Their Findings on the Impacts of Growing Up Rural.” RSF Blog. Russell Sage Foundation. October 3. Available at <https://www.russellsage.org/news/rsf-journal-contributors-discuss-their-findings-impacts-growing-rural>.

- 2022 Wilmes, Brittany. "Living Simply in a Cohousing Community: An interview with Yvette Schock and Bob Francis." *Faith & Money Newsletter*. Available at <https://faithandmoneynetwork.org/network-voices/living-simply-in-a-cohousing-community/>.
- 2021 Wessel, Angela. "Food insecurity and textbooks: On the hidden costs of college." *Through the Curtain*. Available at <https://medium.com/through-the-curtain/food-insecurity-and-textbooks-on-the-hidden-costs-of-college-ad3516378154>.
- 2021 Bowers, Esther. KXLY. "Packed In: 'It's just another option of housing': Families get ready to move into co-housing neighborhood." July 26. <https://www.kxly.com/its-just-another-option-of-housing-families-get-ready-to-move-into-co-housing-neighborhood/>.
- 2019 Thompson, Derek. "Elite Failure Has Brought Americans to the Edge of an Existential Crisis." *The Atlantic*. September 5. Available at <https://www.theatlantic.com/ideas/archive/2019/09/america-without-family-god-or-patriotism/597382/>.
- 2019 Brooks, David. "The Rise of the Haphazard Self: How Working-Class Men Detach from Work, Family and Church." *The New York Times*. May 13. Available at <https://www.nytimes.com/2019/05/13/opinion/working-class-men.html>
- 2017 "Episode 13: Robert Francis on the Rural White Male Trump Voter." The Annex Sociology Podcast. December 4. Available at <http://theannexpodcast.com/episodes/robert-francis-on-the-rural-white-male-trump-voter/>.
- 2016 Chism, Rachel. "JHU students get immersive introduction to issues facing refugee communities." February 4. Available at <https://hub.jhu.edu/2016/02/04/refugee-communities-baltimore-intersession/>.

## **AWARDS, HONORS, GRANTS AND FELLOWSHIPS**

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- 2023 Mini-Sabbatical (Jan Term), Whitworth University.
- 2022 Academic Mentoring Award, Whitworth University.
- 2022 Vocation in the Classroom Award, Weyerhaeuser Center for Christian Faith and Learning, Whitworth University.
- 2022, 2020 Vocation of the Christian Professor, Whitworth University.
- 2021 Finalist, Presidential Grant, Russell Sage Foundation.
- 2021 Co-PI, Hugh Johnston Interdisciplinary Research Grant, Whitworth University. \$17,000.

- 2021 Weyerhaeuser Center for Christian Faith and Learning Research Fellowship, Whitworth University. \$2,000.
- 2020 Faculty Research and Development (FRD) Research Fellowship, Whitworth University, \$2,000.
- 2019-20 Dornsife Faculty Fellows Program, Whitworth University.
- 2018-19 Annie E. Casey Foundation Rural Poverty Research Fellow.
- 2018 Annual Meeting Featured Abstract. "Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation among Rural, Working-Class Men." Society for the Study of Social Problems.
- 2018 Second Place Poster. "The Job Carousel: How Poor-Quality Jobs Contribute to Declining Labor Force Participation among Working-Class Men." Annual Meeting of the Rural Sociological Society
- 2018 Rural Sociological Society Doctoral Dissertation Research Award, \$3,000.
- 2018 Seed Grant for Dissertation Research. Program on Social Inequality. Johns Hopkins University, \$1,000.
- 2018 Irene B. Taeuber Graduate Student Paper Award, PhD Level. District of Columbia Sociological Society. "Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation Among Rural, Working-Class Men."
- 2018 SAGE Teaching Innovations & Professional Development Award. American Sociological Association Section on Teaching and Learning
- 2018 Alpha Kappa Delta Fellow. Teaching and Learning Workshop. Pacific Sociological Association Annual Meeting
- 2017 Problem-Solving Sociology "Ideas Incubator": Responding to an Automated World. Northwestern University. Dr. Monica Prasad
- 2015 First Place Poster. Talbert, Elizabeth, Robert D. Francis, Andrew Cherlin, and Kathryn Edin. "Sampling the Extreme Poor: Notes from a Systematic and Venue-Based Study." Association for Public Policy Analysis and Management Fall Research Conference
- 2015 Pre-Dissertation Fellowship. University of Pennsylvania Summer Institute on Inequality. Drs. Tom Segrue (Penn) and John Skrentny (University of California – San Diego).
- 1999 Pew Young Scholars Summer Seminar: Sociology of Religion. University of Notre Dame. Dr. Christian Smith.

## **AD HOC REVIEWER**

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*Demography*  
*Social Problems*  
*Rural Sociology*  
*Teaching Sociology*  
*Sociological Perspectives*  
*Socius*  
*Christian Scholars Review*

## **INVITED TALKS, EVENTS & PRESENTATIONS**

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- 2020 “Movin’ On Up? The Role of Growing Up Rural in Shaping Why Working-Class Men Do—and Don’t—Seek to Improve their Labor Market Prospects.” “Sociology in Action” Speakers’ Series, University of Montana. March 6.
- 2019 “The Tenuous Attachments of Working-Class Men.” SOC 2203: The Working Class. Bennington College. May 17.
- 2017 “Him, Not Her: Why Working-Class White Men Reluctant About Trump Still Made Him President of the United States.” Innovations 2017: A Celebration of Faculty Scholarship. Marymount University. November 1.
- 2017 “Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation Among Working-Class Men.” Joint Meeting of Sociology and Economics Graduate Students. Poverty and Inequality Research Lab. Johns Hopkins University. October 18.
- 2017 “Presentation Skills Workshop.” Association for Public Policy Analysis and Management Regional Student Conference. April 7-8.

## **CONFERENCE ACTIVITY & PARTICIPATION**

### **Panels & Pre-Conferences Organized**

- 2023 “Report of the ASA Task Force on First-Generation and Working-Class People in Sociology.” Pacific Sociological Association. March 30-April 2.
- 2021 “Translating Rural Sociological Scholarship to a Broader Audience.” Rural Sociological Society Annual Meeting. July 29-August 1.
- 2019 “Rural Sociological Society on the Hill.” Rural Sociological Society Annual Meeting. August 7-10.

- 2019 “Rural Communities in the US and Beyond.” Society for the Study of Social Problems Annual Meeting. August 9-11.
- 2018 “Rural/Urban Interface of Poverty.” Society for the Study of Social Problems Annual Meeting. August 10-12.
- 2018 “Rural Poverty in Western Place and Space.” Annual Meeting of the Rural Sociological Society. July 26-29.

**Papers Presented & Panel Participation**

- 2021 “Navigating the Academic Job Market”. Rural Sociological Society Annual Meeting (virtual). July 30.
- 2021 “Adding Rural to Urban-Centric Sociology Curriculum.” Rural Sociological Society Annual Meeting (virtual). July 22.
- 2021 “The Post-Industrialists: Good and Bad(ish) Jobs for Working-Class Men in Rural Pennsylvania.” Working Class Studies Association Conference (virtual). June 7-9.
- 2020 “Movin’ On Up? The Role of Growing Up Rural in Shaping Why Working-Class Men Do—and Don’t—Seek to Improve their Labor Market Prospects.” Russell Sage Foundation (virtual). October 7-9.
- 2020 “Measuring the Availability of “Good Jobs” for Working-Class Men during the Great Recession and Recovery.” American Sociological Association Annual Meeting (virtual). August 8-11.
- 2019 “Missing Men? Reassessing How We Measure, Explain, and Understand the Declining Labor Force Participation Rate Among Prime-Age Men”. Association for Public Policy Analysis and Management Fall Research Conference. November 7-9.
- 2019 “Navigating the Academic Job Market”. Rural Sociological Society Annual Meeting. August 7-10.
- 2019 “The Policy Implications of Rural Poverty Research: Perspectives from the 2019 AECF/RUPRI Rural Poverty Fellowship.” Rural Sociological Society Annual Meeting. August 7-10.
- 2019 “White Fragility Under Law.” 4th National People of Color Legal Scholarship Conference (NPOC). March 21-24.
- 2018 “Men Fleeing Work or Work Fleeing Men? Chronic Labor Force Nonparticipation Among Rural, Working-Class Men.” Section on Inequality, Poverty, and Mobility (IPM) Open Paper Session: (Legally) Vulnerable Workers. American Sociological Society Annual Meeting. August 11-14.



- 2018 “Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation Among Rural, Working-Class Men”. Session 050: When the Company Leaves the Company Town: Research from Rustbelt Communities and Beyond. Society for the Study of Social Problems Annual Meeting. August 10-12.
- 2018 “Balancing Rural Voice with Democratic Ideals: The Case of the Electoral College.” Annual Meeting of the Rural Sociological Society. July 26-29.
- 2018 “A Qualitative Exploration of Declining Labor Force Participation Among White, Working-Class Men in Rural America.” Pacific Sociological Association’s 89th Annual Conference. March 28-31.
- 2017 “Him, Not Her: Why Working-Class White Men Reluctant About Trump Still Made Him President of the United States.” Annual Meeting of the Rural Sociological Society. July 27-30.
- 2017 “Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation Among Working-Class Men.” Annual Meeting of the Rural Sociological Society. July 27-30.
- 2017 “How Rural, Working-Class Men Do – and Don’t – Seek to Improve Their Economic Prospects.” Annual Meeting of the Rural Sociological Society. July 27-30.
- 2016 “Do Colleges and Universities Enhance or Attenuate the Economic Health of their Rural Host Communities?” Annual Meeting of the Rural Sociological Society. August 7-10.
- 2014 “Negotiating Between Continuity and Change in a Postmodern World: A Case Study of the Emerging Church.” Eastern Sociological Society Annual Meeting. February 20-23.
- 2006 “Bronzeville: The Reclamation of a Black Chicago Ghetto.” University of Chicago Ethnography Conference.

### **Posters Presented**

- 2018 “The Job Carousel: How Poor-Quality Jobs Contribute to Declining Labor Force Participation Among Working-Class Men”. Rural Sociological Society Annual Meeting. July 26-29.
- Second Place Winner
- 2018 “Men Fleeing Work or Work Fleeing Men? A Qualitative Exploration of Chronic Labor Force Nonparticipation Among Rural, Working-Class Men”. Rural Poverty Research Conference: Fifty Years After *The People Left Behind*. March 21-22.
- 2015 “Sampling the Extreme Poor: Notes from a Systematic and Venue-Based Study.” Association for Public Policy Analysis and Management Fall Research Conference. November 12-14.
- First Place Winner

## **Presider/Discussant**

- 2018 “(Legally) Vulnerable Workers.” Section on Inequality, Poverty, and Mobility (IPM) Open Session. American Sociological Society Annual Meeting. August 11-14.
- 2018 “Critical Dialogue: Rural/Urban Interface of Poverty.” Society for the Study of Social Problems Annual Meeting. August 10-12.
- 2018 “Rural Poverty in Western Place and Space.” Annual Meeting of the Rural Sociological Society. July 26-29.
- 2017 Open Refereed Roundtable Session: “Neoliberalism, Racism and Public Policy.” American Sociological Association Annual Meeting. August 12-15.
- 2017 “Changes in Farming, Policy, and Farm Families.” Annual Meeting of the Rural Sociological Society. July 27-30.
- 2016 “Urban Planning and Governance.” American Sociological Association Annual Meeting. August 19-23.
- 2015 “The Welfare State and Redistribution Policies.” Eastern Sociological Society Annual Meeting. February 26-March 1.
- 2015 “Work, Values, and Identity.” Eastern Sociological Society Annual Meeting. February 26-March 1.

## **SERVICE TO WHITWORTH UNIVERSITY**

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### **University Leadership**

- 2022-Present Director, Whitworth U.S. Cultural Studies Program
- 2021-Present Equity Advocate (EA), Office of Diversity, Equity, and Inclusion, Whitworth University.
- 2020-Present Member, Institutional Review Board (IRB), Whitworth University.
- 2022 (Spring) Appointed Member, Teaching, Learning and Assessment Committee (TLAC), Whitworth University.
- 2020-21 Elected Member (replacement term), Faculty Research and Development (FRD) Committee, Whitworth University.

### **Other Volunteerism**

- 2020-Present Faculty Advisor, Sociology Department Food Pantry.
- 2021 (Fall) Life Group Leader, Seeley G. Mudd Chapel.
- 2020, 2022 Small Group Leader, BUCS Bridge.
- 2020, 2021 Search Committee Member, Visiting Assistant Professor in Sociology/Criminology.
- 2020-21 Faculty Contact, “Why Whitworth?”
- 2020 Poster Judge, Spokane Intercollegiate Research Conference (SIRC) (Event cancelled due to COVID-19).
- 2020 Spring Break Impact Trip Leader, Dornsife Center for Community Engagement, Whitworth University (Trip cancelled due to COVID-19).
- 2020 Post-Tenure Reviewer, Whitworth University.
- 2020 Faculty Screener, Honors Scholarship Weekend, Whitworth University.
- 2019 Fall Break Impact Trip Leader, Dornsife Center for Community Engagement, Whitworth University.

### **SERVICE TO PROFESSION**

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- 2020-Present Editorial Board, *Teaching Sociology*.
- 2017-2022 Member, ASA Task Force on First-Generation and Working-Class People in Sociology.
- 2018-2019 Chair, Rural Poverty Research & Interest Group, Rural Sociological Society.
- 2017-2018 Chair-Elect, Rural Poverty Research & Interest Group, Rural Sociological Society.

### **SERVICE TO COMMUNITY**

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- 2022-Present Member, Cohousing Research Network, Cohousing Association of America.
- 2020-Present Mission Leadership Cabinet, Lutheran Community Services Northwest.
- 2020-Present Board of Directors, Liberty Park Community Development Center.
  - o Vice President, 2021-2022
- 2019-Present Member, Salem Lutheran Church

- 2019-Present Member, Haystack Heights Cohousing Community.  
○ Chair, Publicity Team, 2020-Present

## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

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American Sociological Association  
Rural Sociological Society  
Pacific Sociological Society  
Working Class Studies Association

## **COURSES TAUGHT**

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### **Whitworth University**

Introduction to Sociology (SO-120)  
Social Stratification: Power, Prestige, and Wealth (SO-205)  
Introduction to Social Welfare (SO-271)  
The Helping Process in Social Services (SO-368)  
Making Change: Social Intervention Strategies (SO-425)  
Race and Social Policy (SO-323)  
Political Sociology (SO-340)  
Rural Sociology (SO-364)  
First Year Seminar (SC-125)  
Home (SC-126)  
Community-Based Research (HN-300H, HN-301H)  
Western Civilization III: Applied Ethics, Public Policy and Worldviews (CORE 350)

### **Johns Hopkins University**

“Breaking in Baltimore”: Refugee and Immigrant Communities  
Extreme Poverty in the United States

### **Marymount University**

Principles of Sociology  
Social Inequality in Arlington  
Working for Justice, Working for Change

## **PEDAGOGICAL TRAINING**

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- 2021 Teaching Poverty Workshop, University of Wisconsin—Madison.
- 2019-2020 Dornsife Faculty Fellows Program, Whitworth University.
- 2018 “Using Technology to Improve our Teaching.” American Sociological Association (ASA) Section on Teaching and Learning Pre-Conference Workshop. August 10.

- 2018            Alpha Kappa Delta (AKD) Teaching & Learning Workshop, Pacific Sociological Association Annual Meeting. March 28.
- 2018            “Teaching Toolbox” Faculty Training, Marymount University.
- 2016            Adjunct Faculty Training, Marymount University.
- 2015            Preparing Future Faculty Teaching Academy (PFFTA), Johns Hopkins University.

**SELECTED NON-ACADEMIC EMPLOYMENT**

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- 2010-2014      Director of Advocacy and Policy, Lutheran Services in America, Washington, DC
- 2007-2010      Director for Domestic Public Policy, Evangelical Lutheran Church in America, Washington, DC
- 2006-2007      Organizing and Policy Fellow, Sojourners, Washington, DC
- 2002-2003      Staff, “The Shelter” Youth Hostel, Amsterdam, The Netherlands
- 2001-2002      Case Manager/Staffing Specialist, Asian Human Services, Chicago, IL
- 1999-2000      Middle and Secondary Education Teacher, Eagles’ Wings Urban Academy, Chicago, IL