Lauren A. Rivera

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EMPLOYMENT

Northwestern University, Kellogg School of Management, Evanston, IL

2009-present

Assistant Professor, Department of Management & Organizations and Department of Sociology

Let's Go Travel Guides

2003-4

Researcher-Writer, Croatia, Czech Republic, and Slovenia

Monitor Group, London, England

2000-2

Consultant, Marketing Strategy Practice (M2C)

EDUCATION

Harvard University, Cambridge, MA

2009

Ph.D. in Sociology

Dissertation committee: Michèle Lamont (chair), Frank Dobbin, Mary Brinton

Harvard University, Cambridge, MA

2006

A.M. in Sociology

Yale University, New Haven, CT

2000

B.A. in Psychology and Sociology

Magna cum laude; distinction in both majors

RESEARCH AND TEACHING INTERESTS

Culture, evaluation, stratification, labor markets, class, status, qualitative methods, micro-macro links

BOOKS

Rivera, Lauren A. Pedigree: Hiring and Cultural Reproduction in Elite Labor Markets. Under contract with Princeton University Press.

PEER-REVIEWED ARTICLES

Rivera, Lauren A. 2012. "Diversity Within Reach: Recruitment versus Hiring in Elite Firms." ANNALS of the American Academy of Political and Social Science 639:70-89.

Rivera, Lauren A. 2011. "Ivies, Extracurriculars, and Exclusion: Elite Employers' Use of Educational Credentials." *Research in Social Stratification and Mobility* 29: 71-90.

Rivera, Lauren A. 2010. "Status Distinctions in Interaction: Social Selection and Exclusion in an Elite Nightclub." *Qualitative Sociology* 33: 229-55.

Rivera, Lauren A. 2008. "Managing 'Spoiled' National Identity: War, Tourism and Memory in Croatia." American Sociological Review 73: 613-634.

OTHER PUBLICATIONS

- Rivera, Lauren A., forthcoming. "Homosocial Reproduction." In *Sociology of Work*, edited by V. Smith. Thousand Oaks, CA: SAGE.
- Rivera, Lauren A. 2011. "The Impression Management of Stigmatized Nations." Pp. 114-58 in *The Cultural Wealth of Nations*, edited by N. Bandelj and F. Wherry. Stanford, CA: Stanford University Press.
- Rivera, Lauren A. 2011. "Social Distinction." In *Encyclopedia of Consumer Culture*, edited by D. Southerton. Thousand Oaks, CA: SAGE.
- Rivera, Lauren A. 2008. "Distinctions: Cultural and Social." Pp. 412-414 in *International Encyclopedia of the Social and Behavioral Sciences (2nd edition)*, edited by W. Darity. Farmington Hills, MI: MacMillan/Thompson Gale.

WORKING PAPERS

- Rivera, Lauren A. "Hiring as Cultural Matching." Revise and Resubmit at *American Sociological Review*. ASA Sociology of Law Section Award for best graduate student article, 2009.
- Rivera, Lauren A. "Go with Your Gut: Emotion in Employer Hiring." Under review at *American Journal of Sociology*.
 - Selected for Best Papers Proceedings of the Academy of Management Annual Meeting, 2011.
- Rivera, Lauren A., and Katherine Gan. "Glass Floors and Glass Ceilings: Sex Homophily and Heterophily in Hiring."
- Rivera, Lauren A., and Michèle Lamont. "Price vs. Pets, Schools vs. Styles: Taste and Residential Inequalities among the American Upper-Middle Class."

FELLOWSHIPS, GRANTS, AND AWARDS

Academy of Management, Selection for Best Paper Proceedings	2011
American Sociological Association, Best Graduate Student Article, Sociology of Law	2009
American Sociological Association, Best Graduate Student Article, Political Sociology	2009
Eastern Sociological Society, Rose Laub Coser Dissertation Award	2008
Ford Foundation, Diversity Dissertation Fellowship (\$21,000)	2008
Harvard University, Eliot Completion Fellowship (\$25,000; awarded to the top student in the social sciences; declined)	2008
National Science Foundation, Dissertation Improvement Grant, with Michèle Lamont (\$7500)	2007
Harvard School of Design, Real Estate Academic Initiative Research Grant, with Michèle Lamont (\$17,500)	2007
Harvard University, Merit Fellowship (\$7500)	2006
Harvard University, Minda de Gunzburg Center for European Studies Summer Research Fellowship (\$3500)	2005
Harvard University, Davis Center for Russian, Eurasian, and Eastern European Studies Travel Grant (\$2500)	2005
Harvard University, Derek Bok Award for Excellence in Undergraduate Teaching	2004-6
National Hispanic Scholar	1995-6

SELECTED PROFESSIONAL PRESENTATIONS

- "Glass Floors and Glass Ceilings: Sex Homophily and Heterophily in Hiring" (with Katherine Gan). European Group of Organizational Studies Annual Meeting, Helsinki, Finland (July 2012).
- "Price vs. Pets, Schools vs. Styles: Residential Tastes and Inequality among the American Upper-Middle Class" (with Michèle Lamont). Eastern Sociological Society Annual Meeting, New York, NY (February 2012).
- "Status Distinctions in Interaction." Invited speaker, Kellogg School of Management, Marketing Department, Evanston, IL (February 2012).
- "Hiring as Cultural Matching." Invited speaker, Ben Gurion University, Department of Sociology, Be'er Sheva, Israel (December 2012).
- "Culture at Work." Invited speaker, Tel Aviv University, Department of Sociology, Tel Aviv, Israel (December 2012).
- "What Does Diversity Recruitment Actually Do?" Invited speaker, American Bar Foundation, Chicago, IL (November 2011).
- "Go with Your Gut: Emotion in Employer Hiring." Invited speaker, Princeton University, Department of Sociology, Princeton, NJ (September 2011).
- "Hiring as Cultural Matching." Invited speaker, Princeton University, Center for the Study of Social Organization, Princeton, NJ (September 2011).
- "A Theory of Emotion and Inequality in Hiring," American Sociological Association Junior Theorists Symposium, Las Vegas, NV (August 2011).
- "Go with Your Gut: Emotion in Hiring." Academy of Management Annual Meeting, San Antonio, TX (August 2011).
- "Diversity Recruitment: Policy, Practice, and Performance." Society for the Advancement of Socio-Economics, Madrid, Spain (July 2011).
- "Elite Employers' Use of Educational Credentials." Society for the Advancement of Socio-Economics, Madrid, Spain (July 2011).
- "Homophily in Professional Service Firms." Invited speaker, University of Michigan, Ross School of Business, Ann Arbor, MI (March 2010).
- "Emotion in Hiring." Invited speaker, University of Chicago, Booth School of Business, Chicago, IL (January 2010).
- "Cultural Reproduction in the Labor Market: Homophily in Job Interviews." American Sociological Association Annual Meeting, San Francisco, CA (August 2009).
- "Managing Stigma, Making Nation: War and Collective Memory in the Former Yugoslavia." European Sociological Association Annual Meeting, Torun, Poland (September 2005).
- "After Nationalism: Tourism and the Production of Post-War Croatian Identity." American Sociological Association Annual Meeting, Philadelphia, PA (August 2005).

TEACHING EXPERIENCE

Advanced Interview and Field Methods Doctoral Seminar, Kellogg School of Management	2011
Leadership and Organizations, Kellogg School of Management	2010-12
Sociology Teaching Practicum, Harvard University [Required Graduate Course]	2006-7
Seminar on Nonprofit Organizations, Harvard University	2005-7
Sociology Senior Thesis Seminar, Harvard University	2004-6
Sociological Theory, Harvard University [Required Undergraduate Course]	2005
Teaching Fellow, Social Psychology of Organizations, Harvard University	2004-6
Resident Tutor, Mather House, Harvard University	2003-7