

# Jessica R. Gold

Northeastern University  
Department of Sociology and Anthropology  
360 Huntington Ave.  
Boston, MA

## EDUCATION

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- 2015 – 2021      PhD, Sociology, **University of California, Davis**  
*Dissertation:* Scholars on the Margins, or Marginalized Scholars? The (De)Valuation of Engaged Scholars  
*Advisor:* Kimberlee Shauman
- 2017              M.A. Sociology, **University of California, Davis**  
*Thesis:* Adolescent Dating Violence Perpetration and Status Change: A Network Approach  
*Committee:* Bob Faris (Chair), Kimberlee Shauman, Chris Smith (University of Toronto)
- 2010              B.A. Sociology cum laude, **The College of William and Mary**  
*Advisor:* Jennifer Bickham-Mendez

## SUMMARY STATEMENT

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Detail-oriented equity, education, and organizations Ph.D. research scientist with 9+ years of mixed-methods research experience. Fast and enthusiastic learner with proven ability to design and execute complex research projects and communicate findings to academic and stakeholder audiences. Collaborative spirit and passionate about translating rigorous, reproducible research into actionable policy insights.

## PUBLICATIONS

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Gold, Jessica, Laura K. Nelson, Kathrin Zippel. 2025. "Incorporating Gender into Institutional Crisis Response: The Case of ADVANCE in 2020-2021." *Accepted for forthcoming book chapter in an edited volume.*

Gates, Alexander J.\*, Jessica Gold\*, Laura K. Nelson, and Kathrin Zippel. 2024. "Translating Interdisciplinary Knowledge for Gender Equity: Quantifying the Impact of NSF ADVANCE." *Social Science Quarterly* 105(2):342-358. <https://doi.org/10.1111/ssqu.13339>

Gold, Jessica\*, Alexander J. Gates\*, Syed A. Haque, Miranda C. Melson, Laura K. Nelson, and Kathrin Zippel. 2022. "The NSF ADVANCE Network of Organizations." *ADVANCE Journal* 2(1). <https://doi.org/10.5399/osu/ADVJRN.3.1.3>

Gold, Jessica. 2025. "Epistemic Dynamics and Intersectionality in Faculty Hiring: Who Presents as Engaged Scholars?" *Revise and Resubmit at Sociology of Education.*

Lauterwasser, Steven, Laura K. Nelson, Jessica Gold, and Kathrin Zippel. 2025. "Talents for the Talented: Disrupting the Matthew Effect in an NSF Award Program." *Revise and Resubmit at Poetics.*

Gold, Jessica, Laura K. Nelson, Allison D. Deese, Kathrin Zippel. 2025. *Under Review.* "Reconceptualizing Networks as Practice."

Gold, Jessica, Allison D. Deese, Laura K. Nelson, Kathrin Zippel. 2025. *Under Review.* "Gender Equity During Disruptive Events: Communities of Practice in the NSF ADVANCE Network."

\* Indicates shared first authorship

Lauterwasser, Steven, Laura K. Nelson, Jessica Gold, Alex Gates, and Kathrin Zippel. 2025. "What Gets Lost in Translation: Epistemic Tensions Between Translation and Diffusion Practice-Oriented Scholarship." *Under Review*.

Nelson, Laura K., Jessica Gold, Timothy Fraser, Kathrin Zippel. *In Progress*. "The Duality of Persons and Groups, and their (Status) Attributes: Turning Network Analysis 'Inside Out.'"

Shauman, Kimberlee, and Jessica Gold. *In Progress*. "Who You Know or What You Know: Collaboration Network in STEM Faculty Hiring."

## RESEARCH EXPERIENCE AND EMPLOYMENT

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- 2021 – Present      **Associate Research Scientist/Postdoctoral Researcher** Northeastern University, *Innovation Networks: The Creation and Diffusion of Gender Equity Ideas in Universities* (ECR NSF Funded Project, PIs: Kathrin Zippel and Laura K. Nelson)  
Led interdisciplinary research and survey/bibliometric data collection using statistical, social network, and computational text analyses. Designed and executed qualitative studies, including 50 in-depth interviews with university administrators, faculty, and staff. Oversaw and mentored diverse research teams, guiding undergraduate and graduate students in producing peer-reviewed projects. Published findings in peer-reviewed journals (e.g., *Social Science Quarterly*); presented at 17 national/international conferences. Prepared funding reports, and applications; presented research results to NSF directors and stakeholders.
- 2024 – Present      **Research Scientist** WZB Berlin Social Science Center, *Diversity and Excellence in Higher Education* (German Research Foundation Funded Project, PIs: Gülay Çağlar, Yasemin Soysal, and Kathrin Zippel)  
Designed interview protocol and conducted 50 in-depth interviews with university equity staff and administrators in the US and UK. Analyzed US, UK, and German interview transcripts (n=75) comparing approaches to equity and excellence in universities in the three countries.
- 2017 – 2021      **Research Assistant**, UC Davis Sociology, *Network Connections in Formal Hiring Process* (NSF Funded Project, PI: Kimberlee Shauman)  
Provided network expertise in designing and implementing pilot case for grant funding using faculty hiring data paired with Scopus author and citation data (from Scopus API). Currently developing pipeline for creating recruitment co-author and citation networks for full hiring data and Scopus custom dataset. Coding done in R and Stata.
- 2018 – 2020      **Research Assistant**, UC Davis Sociology, *Discriminating Language: Race, Gender, Letters of Recommendation and Outcomes in Academic Hiring* (Spencer Foundation funded Project, PI: Kimberlee Shauman)  
Implemented Word2Vec models on Letters of Recommendation from faculty recruitments to measure word embedding bias based on gendered pronouns describing applicants. Coding done in R, translated from a Python code repository.
- 2018      **Research Assistant**, UC Davis Data Science Initiative, PI: Carl Stahmer  
Developed systematic application process for UC Davis faculty to request DSI collaboration on data involving large text corpora. Collaborated in creating tool for exploratory text analysis – including unsupervised NLP topic modeling, sentiment analysis, and n-grams for multiple corpora into sharable html format. Evaluated use of topic modeling on social science surveys with unstructured text variables. Coding done in R and markdown.

- 2018 **Research Analyst**, Querencia Environmental, *Animas River Public Engagement and Education Project: Understanding Community Perspectives and Empowering Literacy and Participation (EPA funded project)*, PI: Chara Ragland  
Organized and analyzed survey data for project investigating community water use in the Animas watershed (southwestern Colorado). Delivered summary statistics and graphics for organizational use. Coding in R and Excel.
- 2015 – 2017 **Research Assistant**, UC Davis, *Recruiting STEM Faculty: A Systematic Analysis of the Faculty Hiring Process at Research-Intensive Universities*, PI: Kimberlee Shauman)  
Created pipeline to clean and organize data from multi-wave, multi-organization administrative database. Developed code to output descriptive analysis of data for current and subsequent waves of data. Coding done in Stata.
- 2010 **Research Assistant**, Texas A&M University, PI: Chara Ragland  
Downloaded, extracted, and coded information from public records, meetings, and sign-in sheets to construct database for social network analysis (two-mode, non-dyadic affiliation matrix of 651 individual actors from 179 events) of principle actors in watershed management on the Texas coast.

#### GRANTS AND AWARDS

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- 2023-2024 **Virtual Visiting Scholar**, ARC Network – (\$20,000)  
Proposed, designed, and implemented year-long meta-analysis of equity workers in higher education institutions. Presented findings at the ARC annual conference and quarterly webinars with the ARC research board and published the final report on the ARC website.
- 2020-2021 **Provost's Dissertation Year Fellowship**, UC Davis – (\$48,050)  
Proposed original research project using novel methodological approach (computational grounded method) to identify scholarship typology in a multi-institutional dataset of faculty application text documents. Used statistical modeling to identify race and gender differences in hiring processes.
- 2018 – 2019 **Problem Solving Sociology Workshop**, Northwestern Univ.  
Selected and funded to attend two Problem-Solving Sociology Workshops led by Prof. Monica Prasad, adapting dissertation proposal to a problem-solving and policy-relevant framework.
- 2019 **Travel Grant**, UC Davis – Graduate Student Association (\$500)
- 2016, 18, 19 **Travel Grant**, UC Davis – Dept. of Sociology (\$500, \$1100, \$500)
- 2009 **Carol Woody Real World Internship Award**, The College of William and Mary – Dept. of Gender, Sexuality & Women's Studies

#### CONFERENCE PRESENTATIONS

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- 2024 Gold, Jessica, Allison Deese, Laura K. Nelson, Kathrin Zippel. "Incorporating Gender into Institutional Crisis Response: The Case of ADVANCE in 2020-2021." **American Sociological Association**, Montreal, Quebec, Canada. (*Presenter*)

- 2024 Laura K. Nelson, Jessica Gold, Tim Fraser, Kathrin Zippel. "The Duality of Persons and Groups, and their (Status) Attributes: Turning Network Analysis 'Inside Out.'" **American Sociological Association**, Montreal, Quebec, Canada.
- 2024 Lauterwasser, Steven, Laura K. Nelson, Jessica Gold, Kathrin Zippel. "What Can We Learn in the Master's House? The Production of Feminist Knowledge in NSF ADVANCE." **American Sociological Association**, Montreal, Quebec, Canada.
- 2024 Gold, Jessica, Allison Deese, Laura K. Nelson, Kathrin Zippel. "Incorporating Gender into Institutional Crisis Response: The Case of ADVANCE in 2020-2021." **European Conference on Politics and Gender**, Ghent, Belgium. *(Presenter)*
- 2024 Gold, Jessica. "Bringing the People Back In: A Meta-Analysis of Equity Work(ers) in Academic Institutions." **ARC Network Equity in STEM Community Convening**, Baltimore, MD. *(Presenter)*
- 2023 Gold, Jessica Allison Deese, Laura K. Nelson, and Kathrin Zippel. "Reconceptualizing Networks as Practice." **American Sociological Association**, Philadelphia, PA. *(Presenter)*
- 2023 Lauterwasser, Jessica R. Gold, Laura K. Nelson, and Kathrin Zippel. "Does an Equity-Minded Organization Produce Equity-Minded Science? The Matthew Effect in NSF ADVANCE Publication." **American Sociological Association**, Philadelphia, PA.
- 2023 Gold, Jessica Allison Deese, Laura K. Nelson, and Kathrin Zippel. "Networks as Practice in Unsettled Times." **Sunbelt Social Networks Conference of the International Network for Social Network Analysis**, Portland, OR. *(Presenter)*
- 2023 Gold, Jessica, Allison Deese, Laura K. Nelson, and Kathrin Zippel. "Knowledge Dissemination in ADVANCE." **ARC Network Equity in STEM Community Convening**, Durham, NC. *(Presenter)*
- 2023 Jessica Gold. *Invited Panelist*. "ARC Emerging Research Workshops: A Symposium on Ensuring Equity in Big Data, Algorithms, and STEM Language." **ARC Network Equity in STEM Community Convening**, Durham, NC.
- 2022 Gold, Jessica, Laura K. Nelson, and Kathrin Zippel. "The Use of Feminist Language in ADVANCE Publications." **American Sociological Association**, Los Angeles, CA.
- 2022 Deese, Allison, Jessica Gold, Laura K. Nelson, and Kathrin Zippel. "Gender Equity During Disruptive Events: Communities of Practice in NSF ADVANCE." **American Sociological Association**, Los Angeles, CA.
- 2022 Gates, Alexander J., Jessica Gold, Alice Grishchenko, Laura K. Nelson, and Kathrin Zippel. "ADVANCE Co-Authorship Network: Interactive Visualization." **ARC Network Equity in STEM Community Convening**, Washington D.C. *(Voice on Video Presentation)*
- 2022 Gold, Jessica. *Invited Panelist*. "Closing Plenary Keynote Panel Celebrating Recent ADVANCE Journal Special Issue." **ARC Network Equity in STEM Community Convening**, Washington D.C.
- 2022 Shauman, Kimberlee and Jessica Gold. "Who's Connected? Gender, Race-Ethnicity and Network Connections in the Faculty Job Market." **Copenhagen Symposium on Networks and Labor Market Inequalities**, Copenhagen, Denmark.

2022	Gold, Jessica and Kathrin Zippel. "The Use of Feminist Language in ADVANCE Publications." <b>Eastern Sociological Association</b> , Boston, MA. <i>(Presenter)</i>
2022	Gold, Jessica and Kathrin Zippel. "The Use of Feminist Language in ADVANCE Publications." <b>Sociologists for Women in Society</b> , Virtual. <i>(Presenter)</i>
2019	Gold, Jessica. "Adolescent Dating Violence Perpetration and Status Change: A Network Approach." <b>American Sociological Association</b> , New York, NY. <i>(Presenter)</i>
2018	Gold, Jessica and Kimberlee Shauman "Collaboration Networks in STEM Faculty Hiring." <b>Sunbelt Social Networks Conference of the International Network for Social Network Analysis</b> , Utrecht, the Netherlands. <i>(Presenter)</i>

#### TEACHING EXPERIENCE

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2015 - 2017	<b>Teaching Assistant</b> , UC Davis Intermediate Statistics (SOC 106), Self and Society (SOC 002), Classical Social Theory (SOC 100), Social Deviance (SOC 120)
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#### EXTRACURRICULAR, ACADEMIC SERVICE, WORKSHOPS

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2021	<b>ARC Network Emerging Research Workshop</b> Invited to participate in workshop on "Big Data: Uncovery Existing Patterns of Bias and Eliminating Algorithmic Bias."
2019-2020	<b>Data Feminism</b> reading and research group – participant and group discussion leader
2015 – 2020	<b>QuanTea</b> – member and current organizer of sociology's quantitative methods cluster (weekly)
2020	<b>DataWrangling for Social Sciences</b> – co-organizer of three-part workshop for social science graduate students (using Stata and R)
2019-2020	<b>UC Davis regional Women in Data Science (WiDS) conference</b> – breakout session leader
2019 – 2020	<b>Sacramento Women in Data</b> – participant in monthly meetups
2018 – 2020	<b>UC Davis DataLab</b> (formerly Data Science Initiative) – affiliate
2016 – 2020	<b>Sociology of Gender Research Cluster</b> – participant in bi-quarterly research cluster
2018 – 2020	<b>Sociology of Race, Ethnicity and Immigration Research Cluster</b> – participant in bi-quarterly research cluster

#### PROFESSIONAL MEMBERSHIPS

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2015 – Present	<b>American Sociological Association</b>
2016 – Present	<b>International Network for Social Network Analysis</b>
2021 – Present	<b>Sociologists for Women in Society</b>