Jessica R. Gold

EDUCATION

2021	PhD, Sociology, **University of California, Davis**
2017	M.A. Sociology, **University of California, Davis**
2010	B.A. Sociology cum laude, **The College of William and Mary**
2009	**The National Outdoor Leadership School (NOLS) Patagonia Semester**

SKILLS

- Statistical modeling, computational text analysis, and social network analysis in R and Stata
- Qualitative content analysis; conducting and analyzing interviews and focus groups
- Managing and analyzing multi-organizational administrative data and survey data
- Highly collaborative approach to research and communication
- Strong leadership, public speaking, interpersonal communication, and relationship-building
- Conversational proficiency in Spanish; basic French and Italian

PUBLICATIONS

Gold, Jessica, Laura K. Nelson, Kathrin Zippel. 2025. "DEI as Infrastructure—And Why We'll Miss It When It's Gone." Contexts 24(2) 19-21. https://doi.org/10.1177/15365042251351966

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/ADVJRNL.3.1.3

Gold, Jessica. "Epistemic Dynamics and Intersectionality in Faculty Hiring: Who Presents as Engaged Scholars?" *Revise and Resubmit in progress.*

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

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

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

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

* Indicates shared first authorship

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."

PRESENTATIONS

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)*
2024	Gold, Jessica. "Epistemic Exclusion in Faculty Hiring: Identifying Gendered and Racialized Scholarship." **University of Arizona Department of Ecology and Evolutionary Biology,** Tucson, AZ. *(Invited Speaker)*
2024	Gold, Jessica. "A Juror's Perspective." **Farhang and Medcoff Attorneys,** Tucson, AZ *(Invited Speaker)*
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	Gold, Jessica. "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. (*Invited Panelist.*)
2023	Gold, Jessica, Alexander Gates, Laura K. Nelson, Kathrin Zippel. "Mapping Interdisciplinary Knowledge Production from the NSF ADVANCE program." **National Science Foundation**, Alexandria, VA. (*Invited Presenter.*)
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. "Closing Plenary Keynote Panel Celebrating Recent ADVANCE Journal Special Issue." **ARC Network Equity in STEM Community Convening**, Washington D.C. (*Invited Panelist*)
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." **Sociologists for Women in Society**, Virtual. (*Presenter*)
2021	Gold, Jessica. "Epistemic Exclusion in Faculty Hiring: Identifying Gendered and Racialized Scholarship." **University of Arizona Department of Sociology,** Tucson, AZ. *(Invited Speaker)*
2019	Gold, Jessica. "Adolescent Dating Violence Perpetration and Status Change: A Network Approach." **American Sociological Association**, New York, NY. *(Presenter)*
2018	Gold, Jessica and Kimberlee Shauman "Collaboration Networks in STEM Faculty Hiring." **Sunbelt Social Networks Conference of the International Network for Social Network Analysis**, Utrecht, the Netherlands. *(Presenter)*

PROFESSIONAL EXPERIENCE

2024 – Present	**Senior Research Scientist** WZB Berlin Social Science Center, *Diversity and Excellence in Higher Education (German Research Foundation funded)*
	• Lead a cross-national qualitative study on university equity work, synthesizing findings across diverse policy and cultural contexts.
	• Produce peer-reviewed research papers and public-facing publications evaluating the role and function of equity offices in global higher education strategic planning.
	• Facilitate translation of findings into policy recommendations for university leadership and equity professionals.

2021 – 2025	**Associate Research Scientist/Postdoctoral Researcher** Northeastern University, *Innovation Networks: The Creation and Diffusion of Gender Equity Ideas in Universities (NSF funded)*

- Directed and conducted research studying equity programs in higher education from 200+ US universities participating in longitudinal NSF-funded program via survey, social network analysis, statistical modeling, NLP/text analysis, and bibliometric analysis.
- Designed and executed interview study on HEI institutional response in times of crisis, informing inclusive policy and practice.
- Produced actionable deliverables and data-driven reports for NSF directors and stakeholders for $1.6M NSF research award.
- Mentored early-career researchers; published in peer-reviewed journals and presented at national/international research and policy conferences.

2015 – 2021	**Doctoral Researcher**, UC Davis

- Implemented an innovative hybrid methodology combining machine learning and qualitative coding to evaluate community-engaged scholarship and participatory research in 137k faculty applications (text-as-data analysis) at nine research universities.
- Conducted statistical multivariate analyses to validate trends in university hiring practices focused on equity-related outcomes.
- Designed and facilitated workshops on learning R and computational methods for graduate students and faculty.

2017 – 2021	**Research Assistant**, UC Davis Sociology, *Network Connections in Formal Hiring Process (NSF funded Project)*

- 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).
- Developed pipeline for creating recruitment co-author and citation networks for full hiring data and Scopus custom dataset.

2018 – 2020	**Research Assistant**, UC Davis Sociology, *Discriminating Language: Race, Gender, Letters of Recommendation and Outcomes in Academic Hiring (Spencer Foundation funded)*

- Implemented Word2Vec models on Letters of Recommendation from faculty recruitments to measure word embedding bias based on gendered pronouns describing applicants.

2018	**Research Assistant**, UC Davis Data Science Initiative

- Designed and tested user interface for university faculty to apply machine learning models for exploratory text analysis in survey methods.
- Managed relationships with faculty to improve accessibility of computational tools for non-technical users.

2018	**Survey Research Analyst**, Querencia Environmental, *Animas River Public Engagement and Education Project: Understanding Community Perspectives and Empowering Literacy and Participation (EPA funded)*

- Led survey design and statistical analysis for project investigating community water use in SW Colorado.
- Produced data visualizations and reports to communicate findings to policymakers and community stakeholders.

2015 – 2017	**Research Assistant**, UC Davis, *Recruiting STEM Faculty: A Systematic Analysis of the Faculty Hiring Process at Research-Intensive Universities (NSF funded)*

- Implemented reproducible data management systems for multi-organizational and longitudinal administrative datasets.
- Designed data-linking processes for institutional personnel and hiring data, national education statistics, and Scopus bibliometric data.

2013 – 2015   **Trip Leader/Wilderness First Responder**, Adventure Treks
- Managed travel logistics, budget, risk assessment, and staff team and clients on month-long outdoor education expeditions.
- Built strong interpersonal relationships and facilitated team collaboration in dynamic environments.

2014 – 2015   **Field Guide,** Open Sky Wilderness
- Led client and guide teams on backcountry portions of wilderness therapy programs, responsible for group dynamics, therapeutic outcomes (assigned by group therapists and mental health providers), and group safety.

2011 – 2013   **Personal Trainer/Group Fitness Instructor,** Healthworks
- Created individualized workout programs for clients and managed client relationships and sales.

2018 – 2010   **Group Fitness Instructor,** The College of William and Mary Student Recreation Center
- Taught weekly yoga, Pilates, spinning, and Les Mills Body Pump classes.

2010   **Research Assistant**, Texas A&M University
- Downloaded, extracted, and coded information from public records, meetings, and sign-in sheets to construct database for social network analysis of principal actors in watershed management on Texas coast.

GRANTS AND AWARDS

2023-2024   **Virtual Visiting Scholar**, ARC Network – ($20,000)
Conducted meta-analysis of 500+ documents using computational text analysis to identify knowledge areas and gaps and equity teams in educational organizations. Published and presented findings to national audiences, informing policy, programmatic decision-making, and recommendations for future research.

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 University
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 |

TEACHING EXPERIENCE

| 2015 - 2017 | **Teaching Assistant**, UC Davis
Intermediate Statistics (SOC 106), Self and Society (SOC 002), Classical Social Theory (SOC 100), Social Deviance (SOC 120) |

EXTRACURRICULAR, ACADEMIC SERVICE, WORKSHOPS

2024-2025	**ACLU of Arizona** Event volunteer
2024-2025	**Coalicion de Derechos Humanos** Volunteer
2023-2025	**Arizona Women's Climbing Coalition** Member
2022-2025	**Science, Social Forces, The American Sociological Review** Invited peer-reviewer
2021	**ARC Network Emerging Research Workshop** Invited to participate in workshop on "Big Data: Uncovering Existing Patterns of Bias and Eliminating Algorithmic Bias."
2019-2020	**Data Feminism** reading and research group – participant and group discussion leader
2015 – 2020	**QuanTea** – member and current organizer of sociology's quantitative methods cluster (weekly)
2020	**DataWrangling for Social Sciences** – co-organizer of three-part workshop for social science graduate students (using Stata and R)
2019-2020	**UC Davis regional Women in Data Science (WiDS) conference** – breakout session leader
2019 – 2020	**Sacramento Women in Data** – participant in monthly meetups
2018 – 2020	**UC Davis DataLab** (formerly Data Science Initiative) – affiliate
2016 – 2020	**Sociology of Gender Research Cluster** – participant in bi-quarterly research cluster
2018 – 2020	**Sociology of Race, Ethnicity and Immigration Research Cluster** – participant in bi-quarterly research cluster

PROFESSIONAL MEMBERSHIPS

2015 – Present	**American Sociological Association**
2016 – Present	**International Network for Social Network Analysis**
2021 – Present	**Sociologists for Women in Society**