

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/ADVJRN.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

- 2025 – Present **Consulting Scientist for the IPIE Scientific Panel on AI and Economic Inclusion**, International Panel on the Information Environment (IPIE)
- Lead development and drafting of scientific reports synthesizing panel discussions and global research on AI and inequality.
 - Conduct systematic reviews, meta-analyses, and data analyses to evaluate risks of AI-driven discrimination and identify global policy solutions to advance equity in education, employment, finance, housing, and related domains.

- Coordinate and facilitate panel activities, including international convenings, calls, and learning sessions, and shape dissemination strategies to ensure findings are accessible to policymakers, practitioners, and the public.

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**