

# CELESTE WATKINS-HAYES

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## PROFESSIONAL EXPERIENCE

**Northwestern University, 2003 – present**

### Administrative Appointments

Associate Vice President for Research, Office for Research, 2018 – present

Chair, Department of African American Studies, 2011 - 2013

### Faculty Appointments

Professor of Sociology and African American Studies, 2017 – present

Associate Professor of Sociology and African American Studies, 2010 – 2017

Faculty Fellow, Institute for Policy Research, 2003 – present

Faculty Fellow, Cells to Society (C2S): The Center on Social Disparities and Health, 2007 - present

Assistant Professor of Sociology and African American Studies, 2003 - 2009

**University of Michigan – Ann Arbor, 2005-2006**

National Science Foundation Fellow, National Poverty Center, Gerald R. Ford School of Public Policy

**University of California – San Francisco, 2004-2008**

Visiting Summer Fellow, Center for AIDS Prevention Studies, HIV-Prevention Research in Minority Communities Collaborative Program

## EDUCATION

**Harvard University, Ph.D. Sociology, June 2003.**

Dissertation: *The Incomplete Revolution: Constraints on Reform in Welfare Bureaucracies.*

Committee: Katherine Newman (Chair), William Julius Wilson, & Barbara Reskin.

**Harvard University, Fellow, 1998-2003.**

Multidisciplinary Program in Inequality & Social Policy.

**Harvard University, M.A. Sociology, June 2000.**

Masters Thesis: *The Long Road to Independence: Understanding the Process of Welfare-to-Work Transitions.*

**Spelman College, B.A. *summa cum laude*, May 1996.**

Independent interdisciplinary major: sociology, economics, and education.

Senior thesis: *Assessing the Role of Socioeconomic Class on Students' Attitudes Toward Community Service.*

**Wellesley College, Fall 1994.**

Domestic exchange student.

## AREAS OF SCHOLARLY INTEREST

Urban poverty; social policy; HIV/AIDS; formal organizations (non-profit & government); and race, class, and gender

## BOOKS

- In Progress Watkins-Hayes, Celeste. *Remaking a Life: HIV/AIDS and the Politics of Transformation*. Under contract with the University of California Press.
- 2009 Watkins-Hayes, Celeste. *The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform*. Chicago: The University of Chicago Press.  
-Finalist, C. Wright Mills Book Award, Society for the Study of Social Problems, 2009.  
-Honorable Mention, Max Weber Book Award, Section on Organizations, Occupations, and Work, American Sociological Association, 2011.  
-Reviewed by: American Journal of Sociology, Contemporary Sociology, Choice Magazine, Ethnic and Racial Studies, Social Forces, Social Service Review

## JOURNAL ARTICLES AND BOOK CHAPTERS

- 2016 Watkins-Hayes, Celeste and Elyse Kovalsky. "The Discourse of Deservingness: Morality and the Dilemmas of Poverty Relief in Debate and Practice." Pp 193-220 in *The Oxford Handbook of Poverty and Society*. David Brady and Linda Burton (Editors). New York: Oxford University Press.
- 2014 Watkins-Hayes, Celeste. "Intersectionality and the Sociology of HIV/AIDS: Past, Present, and Future Research Directions." *Annual Review of Sociology* 40: 431-57.
- 2013 Watkins-Hayes, Celeste. "The Micro-Dynamics of Support Seeking: The Social and Economic Utility of Institutional Ties for HIV-Positive Women." *The Annals of the American Academy of Political and Social Science* 647: 83-101.
- 2012 Watkins-Hayes, Celeste, LaShawnDa Pittman, and Jean Beaman. "'Dying From' to 'Living With': Framing Institutions and the Coping Processes of African American Women Living with HIV/AIDS." *Social Science and Medicine* 74 (2012): 2028-2036.
- 2011 Watkins-Hayes, Celeste, Courtney Patterson, and Amanda Armour. "Precious: Black Women, Neighborhood HIV/AIDS Risk, and Institutional Buffers." *The DuBois Review* 8(1): 229-240.
- 2011 Watkins-Hayes, Celeste. "Race, Respect, and Red Tape: Inside the Black Box of Racially Representative Bureaucracies." *Journal of Public Administration Research and Theory* 21: i233-i251.  
-Reprinted: *Work and the Welfare State: Street-Level Organizations and Workfare Politics*. Evelyn Brodtkin and Gregory Marston (Editors). Washington, DC: Georgetown University Press. 2013.
- 2009 Watkins-Hayes, Celeste. "Race-ing the Bootstrap Climb: Black and Latino Bureaucrats in Post-Reform Welfare Offices." *Social Problems* 56(2): 285-310.
- 2009 Watkins-Hayes, Celeste. "Human Services as 'Race Work'? Historical Lessons and Contemporary Challenges of Black Providers." Pp 313-339 in *Human Services as Complex Organizations*, 2<sup>nd</sup> edition. Yeheskel Hasenfeld (Editor). Sage Publications (Submission invited by the editor).
- 2008 Watkins-Hayes, Celeste. "The Social and Economic Context of Black Women Living with

HIV/AIDS in the US: Implications for Research.” Pp 33- 66 in *Sex, Power and Taboo: Gender and HIV in the Caribbean and Beyond*. Dorothy Roberts, Rhoda Reddock, Dianne Douglas, and Sandra Reid (Editors). Kingston, Jamaica: Ian Randle Publishers.

- 2003 Domínguez, Silvia and Celeste Watkins. “Creating Networks for Survival and Mobility: Social Capital Among African-American and Latin-American Low-Income Mothers.” *Social Problems* 50(1): 111-135.  
-Honors: Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Families at Purdue University and the Boston College Center for Work and Family, 2005. Honorable Mention, Section on Race, Gender, and Class Distinguished Contribution to Scholarship Article Award, American Sociological Association, 2005.
- 2001 Watkins, Celeste. “A Tale of Two Classes: Socio-Economic Inequality Among African-Americans Under 35.” Pg 67-85 in *The State of Black America 2001*. New York: National Urban League.  
-Reprinted: *Race and Ethnicity in U.S. Society: The Changing Landscape*. Elizabeth Higginbotham and Margaret L. Anderson (Editors). Belmont, CA: Thomson Wadsworth Press. 2005.
- 2000 Watkins, Celeste. “When a Stumble is Not a Fall: Recovering from Employment Setbacks in the Welfare to Work Transition.” *Harvard Journal of African American Public Policy* 6(1): 63-84.

#### **OTHER PUBLICATIONS**

- 2016 Watkins-Hayes, Celeste. “Symposium Introduction: *The Asian American Achievement Paradox*.” *Ethnic and Racial Studies* 39(13): 2370-2371. Invited Contribution.
- 2016 Brewer, Rosalind, Romie Tribble, Celeste Watkins-Hayes, and Mary Schmidt Campbell. “Anatomy of a Search: Four Key Players in the Spelman Presidential-Search Process Reflect on What Went Right.” *The Chronicle of Higher Education*. April 6, 2016.
- 2015 Watkins-Hayes, Celeste. “The Pick and the Process: Leading a Presidential Search in the Digital Age.” Cover Story - *Trusteeship Magazine*. Association of Governing Boards of Colleges and Universities.
- 2014 Watkins-Hayes, Celeste. “The Immorality of Evading the Nanny Tax.” *The Atlantic*. March 26, 2014.
- 2013 Watkins-Hayes, Celeste. “Government Already Has Tools Available.” *The New York Times*. October 1, 2013.
- 2013 Watkins-Hayes, Celeste. “The Supreme Court’s Critical Call on Prostitution and HIV.” *The Atlantic*. June 25, 2013.
- 2013 Watkins-Hayes, Celeste. “The Power of the Prenup: Let’s Broaden This Discussion.” *The New York Times*. March 21, 2013.
- 2013 Watkins-Hayes, Celeste. “No More Working at Home: Is It the End of the Smart Mom?” *Al Jazeera English*. March 5, 2013.

- 2012 Watkins-Hayes, Celeste. "Ending the AIDS Epidemic." *Need to Know on PBS* Commentary. November 26, 2012.
- 2012 Watkins-Hayes, Celeste. "How Neighborhoods Can Help Poor Black Women Fight AIDS." Scholars Strategy Network Policy Brief.
- 2012 Watkins-Hayes, Celeste, LaShawnDa Pittman, and Jean Beaman. "'Dying From' to 'Living With': Framing Institutions and the Coping Processes of African American Women Living with HIV/AIDS." Northwestern University Institute for Policy Research Working Paper 12-01.
- 2011-2012 Guest Blogger, "Off the Grid." *Chicago Magazine*.
- "Betwixt and Between: Middle Class Women Living with HIV/AIDS," January 22, 2012.
  - "Brian Babylon and Comedy as a Social Science," December 21, 2011.
  - "Historically Black Colleges and Universities in Post-Racial America," December 14, 2011.
  - "HIV/AIDS and the 99 Percent," December 2, 2011.
- 2009 Watkins-Hayes, Celeste. Review of *Two-Faced Racism: Whites in the Backstage and Frontstage* by Leslie Houts Picca and Joe R. Feagin. *Social Forces* 87(4): 2183-2185.
- 2008 Watkins-Hayes, Celeste. "What Obama Really Means for Black America and Beyond." Women's Media Center Commentary. November 21, 2008.
- 2008 Watkins-Hayes, Celeste. "The Social and Economic Context of Black Women Living with HIV/AIDS in the US: Implications for Research." Northwestern University Institute for Policy Research Working Paper 08-06.
- 2006 Watkins, Celeste. Review of *The Cost of Being Poor: A Comparative Study of Life in Poor Urban Neighborhoods in Gary, Indiana* by Sandra L. Barnes. *American Journal of Sociology*. 111(6): 1987-1989.
- 2006 Watkins, Celeste. "It's Not Just About the Money: Governmentality and Resistance in Post Reform Welfare Offices." Northwestern University Institute for Policy Research Working Paper 06-17.
- 2005 Comfort, Megan and Celeste Watkins. "HIV/AIDS among People of Color: Think Local, Not Just Global." *Institute for Policy Research News*. Northwestern University. 27(1).
- 2000 Watkins, Celeste. "Dashed Expectations: Organizational Dilemmas and the Pitfalls of Self-Esteem Training in Welfare-to-Work Programs." Unpublished manuscript.  
-Awards: Honorable Mention, ASA Section on Community & Urban Sociology Student Paper Competition, 2000.

## RESEARCH GRANTS

National Science Foundation Early CAREER Award. \$411,473. Funding period: 9/1/09-8/31/15. *Project Title: Resource Attainment and Social Context in Negotiating Illness among Marginalized Populations.*

Robert Wood Johnson Foundation Investigator Award in Health Policy Research. \$323,526. Funding period: 7/1/09-6/30/14. *Project Title: Health, Hardship, and Renewal: Economic Survival Strategies among Black Women Living With HIV.*

National Science Foundation Post-Doctoral Fellowship. 24 months of salary, \$19,000 research grant, and \$10,000 host institution allowance. Funded sabbatical leaves in 2005-06 (University of Michigan – Ann Arbor) and 2007-08 (University of Chicago). *Project Title: The Incomplete Revolution: Dynamics of Organizational Change in Welfare Offices.*

Center for AIDS Prevention Studies, HIV-Prevention Research in Minority Communities Collaborative Program Pilot Study Grant. 6 weeks of salary for 3 summers, \$25,000 seed grant. 2004-2008. *Project Title: Sister to Sister: An Ethnographic Study of the Social Consequences of HIV/AIDS for African American Women.*

#### **ADDITIONAL FELLOWSHIPS, HONORS, AND AWARDS**

Northwestern University Associated Student Government Faculty Honor Roll, 2015-2016, 2004-2005  
Department of African American Studies Distinguished Teaching Award, Northwestern University, 2016, 2007, 2004  
The Phi Beta Kappa Society, Spelman College, Alumnae Initiate, 2014  
The Jacquelyne Johnson Jackson Early Career Award, Association of Black Sociologists, 2013  
Public Voices Thought Leadership Fellowship, The OpEd Project and Northwestern University, 2012  
Department of African American Studies Distinguished Service Award, Northwestern University, 2010  
Honoree, YWomen Leadership Awards, YWCA Evanston/North Shore, 2010  
Honoree, Chicago Top 40 Game Changers Under 40, Ariel Investments and Urban Business Roundtable, 2010  
Honoree, New Vision of Hope Foundation Annual HIV/AIDS Benefit Gala, 2010  
Blue Diamond Woman of Excellence, Spelman College National Alumnae Association, Chicago Chapter, 2009  
Nominee, Clarence Ver Steeg Graduate Faculty Award, nominated by sociology graduate students, 2008-2009  
Visiting Scholar, University of Chicago, Department of Sociology, 2007-2008  
Visiting Scholar, University of Wisconsin – Madison, Institute for Research on Poverty, 2006  
Ford Foundation Postdoctoral Fellowship, declined, 2005-2006  
Northwestern University Dissertation Fellow, 2002 – 2003  
Robert W. Hartley Dissertation Fellowship, The Brookings Institution, in residence 2001-2002  
Harvard Graduate School of Arts & Sciences Fellowship, 1999-2002  
Ford Foundation Predoctoral Fellowship, 1996-1999  
Alpha Lambda Delta Freshman Honor Society Graduate Award, 1996  
Mathematica Policy Research, Inc. Summer Fellowship, 2000  
YWCA Distinguished College Women of America Honoree, 1995

#### **TEACHING & ADVISING EXPERIENCE**

Interview Methods (graduate course)  
The Sociology of HIV/AIDS (undergraduate course)  
American Society (undergraduate course)  
Social Inequality: Race, Class, and Power (undergraduate course)  
Introduction to African American Studies (undergraduate course)  
Introduction to Black Social and Political Life (undergraduate course)  
Race, Sexuality, and Representation: HIV/AIDS in Black America (undergraduate course)  
Controversial Blackness (undergraduate seminar that includes 3-event speaker series)  
Race, Poverty, and Public Policy in America (graduate, advanced undergraduate, or first-year seminar)  
Race, Class, and Gender (graduate course, undergraduate seminar)  
Families, Inequalities, and Social Policies (graduate course)

#### **Post-Doctoral Advising**

Loren Henderson, *Mentor*, University of Maryland Eminent Scholar Faculty Mentorship Program, 8/15-present

Jean Beaman, *Fellowship Mentor, Health, Hardship, and Renewal: A Research Study of the Economic Strategies of Women Living with HIV/AIDS, 7/10-8/12*

Deepa Rao, Ph.D., *Faculty Advisory Board Member, National Institute of Mental Health/National Institutes of Health K-Award (K23 MH 084551), 6/5/08 – 5/31/13*

**Graduate Advising, Dissertations** (\* - current students)

Anthony Johnson, *Chair (Sociology)\**

Courtney Patterson, *Co-Chair, Research Asst Mentor (African American Studies)*

Brian Sargent, *Co-Chair (Sociology)*

Tera Agyepong, *Committee Member (African American Studies)*

Jackson Bartlett, *Committee Member (African American Studies)*

Laura Carrillo, *Committee Member (Sociology)\**

Angela Valdovinos D'Angelo, *Committee Member (Human Development & Social Policy - HDSP)*

Julian Glover, *Committee Member (African American Studies)\**

Nisa Goksel, *Committee Member (Sociology)*

Keith Green, *Committee Member (School of Social Service Administration – University of Chicago)\**

Theo Greene, *Committee Member (Sociology)*

Antonio D. Jimenez, *Committee Member (Sociology)*

Elyse Kovalsky, *Research Assistantship Mentor, Dissertation Committee Member (Sociology)*

Marie Laperriere, *Committee Member (Sociology)\**

Armando Lara-Millán, *Committee Member (Sociology)*

LaShawnDa Pittman, *Dissertation Committee Member, Research Assistantship Mentor (Sociology)*

Jane Pryma, *Special Fields Paper Committee Member, Dissertation Committee Member (Sociology) \**

Keeanga Taylor, *Committee Member (African American Studies)*

Yordanos Tiruneh, *First Year Adviser, Dissertation Committee Member (Sociology)*

**Additional Graduate Advising** (\* - current students)

Dominique Adams-Romena, *Adviser (Sociology)\**

Brandon Alston, *Second Year Paper Reader (Sociology)\**

Erica Banks, *Adviser (Sociology)\**

Niamba Baskerville, *Second Year Paper Reader (Sociology)*

Jean Beaman, *Research Assistantship Mentor, Post-Doctoral Fellowship Mentor (Sociology)*

Vontrese Deeds, *Special Fields Paper Committee Member (Sociology)*

Lori Delale-O'Connor, *Searle Center for Teaching Excellence Graduate Teaching Program Mentor (Sociology)*

Julian Glover, *Research Assistantship Mentor (African American Studies)\**

Dawna Goens, *Second Year Paper Adviser (Sociology)*

Marcus Hunter, *Second Year Paper Adviser - Winner of Departmental Winch Award (Sociology)*

Marisol Mastrangelo, *Research Assistantship Mentor, Second Year Paper Adviser (Sociology)*

Elizabeth Onasch, *First Year Adviser (Sociology)*

Kenneth Pass, *Adviser (Sociology)\**

Mikaela Rabinowitz, *Special Fields Paper Committee Member (Sociology)*

Nevena Radoynovska, *Second Year Paper Reader (Sociology)*

Zandria Robinson, *Independent Study Adviser, Special Fields Paper Committee Member (Sociology)*

Ricardo Sanchez, *Second Year Paper Reader (Sociology)*

Robert Vargas, *Research Assistantship Mentor (Sociology)*

Fatima Varner, *Searle Center for Teaching Excellence Graduate Teaching Program Mentor (HDSP)*

Victoria Vasquez, *Independent Study Adviser, Special Fields Paper Committee Member (Sociology)*

Paola Villegas, *Second Year Paper Reader (Sociology)\**

Mecca Zabriskie, *Independent Study Adviser, Special Fields Paper Committee Member (Sociology)*

## INVITED ACADEMIC LECTURES

“On the Ground: Ethnography and Contemporary Social Crises.”

-Chicago Ethnography Conference, *Invited Keynote*. April 2017.

“Remaking a Life, Rewriting the Story: From Crisis to Transformation in Difficult Times.”

-Northwestern University, Black Graduate Student Association Conference, *Invited Keynote*. April 2017.

“Remaking a Life, Reversing an Epidemic: HIV/AIDS and the Politics of Transformation.”

-Harvard University, Harvard Inequality and Social Policy Seminar. October 2017.

-Columbia University, Department of Sociology. October 2016.

-The University of Michigan – Ann Arbor, Ford School of Public Policy. October 2016.

-Stanford University, Department of Sociology. October 2016.

-The University of Texas – Austin, Population Research Center. September 2016.

-University of Washington - Seattle, West Coast Poverty Center. April 2016.

-University of Maryland – College Park, Annual Parren Mitchell Symposium *Invited Keynote*. April 2016.

-University of Wisconsin – Madison, *Doris P. Slesinger Lecture*. March 2016.

“When Epidemics and Neighborhoods Collide: HIV/AIDS and the Truly Disadvantaged.”

-Duke University, Department of Sociology. January 2015.

-The University of Illinois – Chicago, Department of Sociology. October 2014.

“Intersectionality and the Sociology of HIV/AIDS: Past, Present, and Future Research Directions.”

-University of California - Los Angeles, Department of Sociology. May 2013.

“Resources Gained, Resources Lost: Making Ends Meet While Living with HIV/AIDS.”

-Society for the Study of Social Problems Poverty Symposium. August 2014.

-Northwestern University, Institute for Policy Research. May 2013.

“The Micro-Dynamics of Support Seeking: The Social and Economic Utility of Institutional Ties for HIV-Positive Women.”

-Women’s Research Initiative on HIV/AIDS Spring Institute. The Well Project, April 2013.

-The University of Michigan, School of Social Work. April 2013.

-The University of Chicago, School of Social Service Administration. February 2013.

“Betwixt and Between: Middle Class Women Living with HIV/AIDS.”

-American Bar Foundation, Chicago, IL. January 2012.

-University of North Carolina – Chapel Hill, Department of Sociology. November 2011.

“A Bitter Irony: How Public Workers Have Become ‘the New Undeserving.’”

-Texas A & M University, Department of Political Science. September 2011.

-New York University, Wagner School of Public Service. September 2011.

“The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform.”

-University of Maryland – College Park, Consortium on Race, Gender, and Ethnicity. November 2009.

-University of Illinois – Chicago, Institute of Government & Public Affairs. October 2009.

-University of Washington – Seattle, West Coast Poverty Center. June 2009.

“‘Dying From’ to ‘Living With’: Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.”

-Loyola University Chicago, Center for Urban Research and Learning, Chicago, IL. April 2011.

-Duke University, Sanford Institute of Public Policy, Durham, NC. January 2009.

“The Health, Hardship, and Renewal Project: Launching a Large-Scale Qualitative Study of the Economic Survival Strategies of Women Living with HIV/AIDS.” University of Michigan, Institute for Social Research, Ann Arbor, MI. March 2011.

“Sister to Sister: The Social and Economic Experiences of Women Living with HIV/AIDS.” Keynote Address, Institute for African American Research Inaugural Conference, University of South Carolina, Columbia, SC. March 2010.

“Am I My Sister’s Keeper? Racially Representative Bureaucracies in the Post Welfare Reform Era.”

- Northwestern University, Institute for Policy Research, Evanston, IL. March 2007.

- University of Illinois – Chicago, Department of African-American Studies, Chicago, IL. Oct 2006.

- University of Wisconsin – Madison, Institute for Research on Poverty, Madison, WI. March 2006.

“It’s Not Just About the Money: Support, Surveillance, and Secrecy in Post-Reform Welfare Offices.”

University of Illinois at Chicago, Department of Sociology, Chicago, IL. April 2005.

“Rethinking Resistance: Support, Surveillance, Stigma, and Secrecy in Post-Reform Welfare Bureaucracies.”

University of Chicago, Alfred P. Sloan Center for Parents, Children, and Work, Chicago, IL. May 2004.

“Difficult Dealings: Client Experiences in Post-Reform Welfare Bureaucracies.”

- University of Illinois at Chicago, Department of Social Psychology, Chicago, IL. April 2004.

- Northwestern University, Institute for Policy Research, Evanston, IL. October 2003.

“Civil Rights, Inequality, & Poverty: Emerging Issues for Activists.” Harvard University, Civil Rights

Summer: A Fellowship for Emerging Social Justice Leaders, Cambridge, MA. June 2002.

#### **INVITED CONFERENCE PANEL APPEARANCES**

“Eclipsed: Darkness and Light in the Sexualized Drug Economy of *Moonlight*.” American Studies Association Meetings, Chicago, Illinois. November 2017.

“Remaking a Life, Reversing an Epidemic: HIV/AIDS and the Politics of Transformation.” American Studies Association Meetings, Denver, Colorado. November 2016.

“The Courtship: Negotiating the Academic Job Market from Application to Offer.” Consortium for Faculty Diversity Annual Meeting. Swarthmore College, Swarthmore, PA. October 2015.

“Remaking a Life: Women, HIV/AIDS and Remaking the Injuries of Inequality.” American Sociological Association Annual Meetings, Chicago, Illinois. August 2015.

“Resources Gained, Resources Lost: Negotiating Economic Survival and Mobility while Living with HIV/AIDS.” Association for Public Policy Analysis and Management Conference, Albuquerque, NM. November 2014.

“When Epidemics and Neighborhoods Collide: HIV/AIDS and the Truly Disadvantaged.” Robert Wood Johnson Foundation, Investigator Award in Health Policy Research Conference, Indianapolis, IN. September 2014.



“Betwixt and Between: Middle Class Women Living with HIV/AIDS.” Robert Wood Johnson Foundation, Investigator Award in Health Policy Research Conference, Princeton, NJ. October 2011.

“‘Dying From’ to ‘Living With’: Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.” The University of Chicago, Rethinking Urban Poverty Conference, Chicago, IL. March 2011.

“The Baggage We Carry, The Tools We Use: Race, Class, and Gender in Institutional Ethnography.” Association of Black Sociologists 40th Annual Meeting, Atlanta, Georgia, August 2010.

“Race, Poverty, and Policy Implementation: Inside the Black Box of Racially Representative Bureaucracies.” The University of Chicago, School of Social Service Administration, Welfare States in Transition Conference, Chicago, IL. May 2009.

“Race, Poverty, and Policy Implementation: Inside the Black Box of Racially Representative Bureaucracies.” Association for Public Policy Analysis and Management Fall Meeting, Los Angeles, CA. November 2008.

“From Welfare and Work to Work Not Welfare: How Poor Families Get By in the Post-Welfare Decade.” Thematic Session at the American Sociological Association Annual Meeting, Boston, MA. August 2008.

“Am I My Sister’s Keeper? Racially Representative Bureaucracies in the Post-welfare Reform Era.” Association for Public Policy Analysis and Management Fall Meeting, Madison, WI. November 2006.

“Studying HIV in Communities of Color: Complications and Concerns.” Spelman College, Bridges Symposium, Atlanta, GA. September 2006.

“Going Beyond Staff and Client Surveys: Benefits, Costs, and Challenges.” National Poverty Center, University of Michigan – Ann Arbor, Conference on New Directions for Research on Social Policy and Organizational Practices, Ann Arbor, MI. July 2005.

“HIV/AIDS and Women: Current Issues and Challenges.” Northwestern University, Conference on Human Rights, Chicago, IL. April 2005.

“Public Health and Private Concerns.” Olive-Harvey College, African American Studies Association 27<sup>th</sup> Annual Black Studies Conference, Chicago, IL. April 2005.

“The Baggage We Carry, The Tools We Use: Race, Class, and Gender in Institutional Ethnography.” University of Wisconsin – Madison, Institute for Research on Poverty, Qualitative Approaches to the Study of Poverty and Welfare Reform Conference, Madison, WI. March 2005.

“The Future of Sociology.” University of Chicago, Society for Social Research, 81<sup>st</sup> Annual Spring Institute, Chicago, IL. May 2004.

“The Reconstitution of the American Economic Order: The Unraveling Of an African American Future?” Olive-Harvey College, African American Studies Association 27<sup>th</sup> Annual Black Studies Conference, Chicago, IL. April 2004.

“A Tale of Two Classes: Socio-Economic Inequality Among African-Americans Under 35.” National Urban League State of Black America Press Conference, Washington, DC. July 2001.

“The Economic Opportunity: Responding to Class Inequality in Black America.” The Training Ground: A Leadership Institute co-sponsored by the National Urban League Young Professionals & the Harvard W.E.B. DuBois Institute for Afro-American Research, Washington, DC. July 2001.

## **INVITED PRESENTATION DISCUSSANT APPEARANCES**

“Street-Level Organizations and the Study of Politics.” American Political Science Association Annual Meeting, Chicago, Illinois. August 2013.

“Intersectional Analyses of Black Women’s Health: Perspectives from the United States and Brazil.” National Women’s Studies Association Annual Meeting, St. Charles, Illinois. June 2007.

“Implementation of Redistributive Policies in Different Economic and Political Contexts.” Association for Public Policy Analysis and Management Fall Meeting, Madison, Wisconsin. November 2006.

“Sanction and Exemption Policies Under TANF.” Association for Public Policy Analysis and Management Fall Meeting, Washington, DC. November 2005.

“Families on the Frontier: American Welfare Policy Reforms.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“Corporal Welfare, Health and Bodies.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“The Decline in Welfare Caseloads: An Organizational Perspective.” National Poverty Center, University of Michigan – Ann Arbor. Conference on Mixed Methods Research on Economic Conditions, Public Policy, and Family and Child Well-Being, Ann Arbor, Michigan. June 2005.

## **CONFERENCE PRESENTATIONS (Open Submission)**

“Resources Gained, Resources Lost: Negotiating Economic Survival and Mobility while Living with HIV/AIDS.” American Sociological Association Annual Meetings, New York, New York. August 2013.

“Race, Respect, and Red Tape: Inside the Black Box of Racially Representative Bureaucracies.” American Sociological Association Annual Meetings, San Francisco, California. August 2009.

“‘Dying From’ to ‘Living With:’ Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.” With LaShawnDa Pittman and Jean Beaman. Sociologists AIDS Network 20<sup>th</sup> Anniversary Conference, San Francisco, California. August 2009.

“‘Dying From’ to ‘Living With:’ Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.” With LaShawnDa Pittman and Jean Beaman. American Sociological Association Annual Meetings and Association of Black Sociologists Annual Meetings, Boston, Massachusetts. August 2008.

“‘Telling My Story:’ Narratives of Infection Among Black Women Living with HIV/AIDS.” Race, Sex, Power: New Movements in Black and Latina/o Sexualities, Chicago, Illinois. April 2008.

“Toward an Analysis of ‘Interpretive Representation:’ Inside the Black Box of Racially Representative Bureaucracies.” Public Management Research Association Conference, Tucson, AZ. October 2007.

“It’s Not Just About the Money: Resistance and Governmentality in Post-Reform Welfare Offices.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“The Incomplete Revolution? Exploring Institutional Change in Post-Reform Welfare Offices.” University of Greenwich – London, Fourth International Conference on Knowledge, Culture, and Change in Organizations. August 2004.

“Discourse, HIV/AIDS, and the Social Construction of Black Sexuality.” University of the West Indies – St. Augustine, Gender, Sexuality, & Implications for HIV/AIDS in the Caribbean Regional Symposium, St. Augustine, Trinidad. March 2004.

“Difficult Dealings: Client Experiences in Post-Reform Welfare Bureaucracies.” American Sociological Association Annual Meeting, Atlanta, Georgia, August 2003.

“The Incomplete Revolution: Constraints on Reform in Welfare Bureaucracies.” American Sociological Association Annual Meeting, Chicago, Illinois. August 2002.

“Creating Networks for Survival & Mobility: Social Capital Among Low-Income Mothers,” with Silvia Domínguez. American Sociological Association Annual Meeting, Anaheim, California. August 2001 and Institute for Women’s Policy Research Conference, Washington, DC. June 2001.

“Examining Compliance & Culture in Welfare Bureaucracies: A Plan for Ethnographic Research.” Mathematica Policy Research, Inc., Annual Summer Fellow Presentation, Princeton, New Jersey. September 2000.

“Dashed Expectations: Organizational Dilemmas & the Pitfalls of Self-Esteem Training in Welfare-to-Work Programs.” American Sociological Association Annual Meeting, Washington, DC. August 2000.

“The Long Road to Independence: Understanding the Process of Welfare-to-Work Transitions.” Eastern Sociological Society Meeting, Boston, Massachusetts, October 1999 and American Evaluation Association Meeting, Chicago, Illinois. March 1998.

## COMMUNITY SPEAKING ENGAGEMENTS

“The Safety Net that AIDS Activism Built: Lessons for Intersectional Personal and Political Transformation.” *Keynote Speaker*. The Dance of Race, Class & Privilege Conference, AIDS Foundation of Chicago, Chicago, Illinois, December 2017.

“Health, Hardship and Renewal Study Early Results: The Social Experiences of Women Living with HIV/AIDS.” *Change My Story* Health and Wellness Fair in honor of National Women & Girls HIV Day, Chicago State University, Chicago, Illinois, March 2013.

“Health, Hardship and Renewal Study Early Results: The Social Experiences of Women Living with HIV/AIDS.” United States Conference on AIDS, Chicago, Illinois, November 2011.

“Informed and In Charge: Sex in the Era of HIV.” Essence Magazine Music Festival Empowerment Seminar, Panel Moderator, New Orleans, Louisiana. July 2010.

“Interlocking Inequalities: HIV/AIDS and Black Women in the Wake of *Precious: Based on the Novel Push by Sapphire*.” Triple Jeopardy: Female Sexual Violence and HIV/AIDS Conference, AIDS Foundation of Chicago, Chicago, Illinois, June 2010.

“Unspoken Complexities and the Intimate Lives of Black Women Living with HIV/AIDS.” Affinity 95 Community Services, Chicago, Illinois, June 2010.

“Living a Life Worthy of the Call You Have Received.” Fellowship Chapel Freedom Weekend Service, Detroit, Michigan, May 2010.

“A Powerful Life, A Powerful Legacy: Building an Enduring Existence.” Saint Xavier University Black History Month Address, Chicago, Illinois, February 2010.

“‘Dying From’ to ‘Living With’ HIV/AIDS: Framing Institutions and the Coping Processes of Infected Black Women.” Institute for Women’s Health Research, Prentice Women’s Hospital, Chicago, IL. November 2009.

“HIV and Inequality: The Call and the Response.” HIV/AIDS, Poverty, Homelessness and Economic Development Conference, AIDS Foundation of Chicago, Chicago Illinois, August 2009.

“Beyond Statistics and Spotighting Solutions: HIV in the Black Community.” Essence Magazine Music Festival Empowerment Seminar, Panel Moderator, New Orleans, Louisiana. July 2009.

“‘Dying From’ to ‘Living With:’ Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.” Illinois Women of African Descent Conference, AIDS Foundation of Chicago, Naperville, Illinois. September 2008.

“From Spelman to Northwestern: Exploring Critical Issues within African-American Communities.” Evanston Seniors Meeting, Fleetwood Jourdain Community Center, Evanston, Illinois. March 2007.

“HIV/AIDS and Black Women: Current Concerns and Potential Responses.” National Black HIV/AIDS Awareness Day, Delta Sigma Theta Sorority, Inc., Theta Alpha & Evanston-North Shore Alumnae Chapter, Evanston, Illinois. February 2007.

“Bringing ‘Structure’ Back In: New Directions in HIV/AIDS Research and Policy.” Roosevelt University, Gender Based Violence in a Global Context: A Chicago Discussion, Chicago, Illinois. November 2006.

“Creating Villages: A Blueprint for Success.” Spelman College, Department of Sociology Colloquium, Atlanta, Georgia. September 2006.

“A Powerful Life, A Powerful Legacy: Building an Enduring Existence.” Spelman College, Reunion Convocation Address, Atlanta, Georgia. May 2006.

“Business & Entrepreneurship in the African-American Community.” Federal Reserve Bank of Chicago. Chicago, Illinois. February 2004.

#### **UNIVERSITY SERVICE**

Elected Member, Tenure Committee, Weinberg College of Arts & Sciences, Northwestern University, 2017-2019

Appointed Member, Taskforce on Graduate Student Progress, The Graduate School, Northwestern University, 2017

Appointed Member, Provost’s Advisory Council on Women Faculty, Northwestern University, 2016-2017

Chair, Department of African American Studies, Northwestern University, 2011-2013

Vice-Chair and Director of Graduate Studies, Department of African American Studies, Northwestern University, 2010-2011

Director of Undergraduate Studies, Department of African American Studies, Northwestern University, 2009-2010, 2016-2017

Departmental Senator, Faculty Senate, Northwestern University, 2015-2016

Undergraduate Research Grant Committee, Northwestern University, 2015-2016

Executive Committee, Northwestern University, Institute for Policy Research, Northwestern University, 2013, 2015-present

Member, Graduate School Administrative Board, Northwestern University, 2011-2012

Graduate Placement Coordinator, Department of Sociology, Northwestern University, 2008-2012, 2015-2017

Co-Chair, Colloquium Committee, Department of Sociology, Northwestern University, 2003-2004

Junior Faculty Representative, Department of African American Studies, Northwestern University, 2006-2007

Member, Graduate Affairs Committee, Department of Sociology, Northwestern University, 2006-2007

Member, Gardner-Exum Scholarship Selection Committee, Northwestern University, 2006-2007

Member, William H. Exum Undergraduate Paper Award Selection Committee, Department of Sociology, Northwestern University, 2003-2004, 2005-2006

Member, Graduate Admissions Committee, Department of Sociology, Northwestern University, 2004-2005

Member, Grants Committee, Department of African American Studies, Northwestern University, 2004-2005, 2008-2009

Member, Post-Doctoral Award Selection Committee, Department of African American Studies, Northwestern University, 2003-2004

Member, Faculty Recruitment Committee, Department of African American Studies, Northwestern University, 2002-2003

Summer Research Mentor, Institute for Policy Research Summer Research Program, Northwestern University, 2004, 2005, 2007

Summer Research Mentor, Summer Research Opportunity Program, Northwestern University, 2003, 2004, 2008, 2009

Summer Research Mentor, Posner Summer Research Program, Northwestern University, 2010, 2016

#### **NATIONAL AND LOCAL SERVICE**

Member, Board of Directors, Detroit Institute of Arts, 2017 – present  
-Member, Development Committee

Trustee, Spelman College, 2009 – present

- Board Vice-Chair – 2014 – present
- Chair, Development Committee – 2017 – present
- Chair, Presidential Search Committee, 2014 – 2015
- Chair, Academic Affairs Committee – 2013 – 2016
- Member, Executive Committee – 2012 – present
- Member, Development Committee, Founder of the 10@10 Campaign (secured \$1.5 million for the Women’s Research and Resource Center) – 2009 – present
- Member, Human Resources Committee – 2009 – present
- Member, Finance and Budget Committee – 2017 – present

Editorial Board, *American Sociological Review*, January 2015 – 2018

Founding Editorial Board Member, *Perspectives on Public Management and Governance*, Public Management Research Association, 2016

Advisory Editor, *Social Problems*, 2011- present

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Child Development*, *City and Community*, *Gender and Society*, *Journal of African American Studies*, *Journal of Contemporary Ethnography*, *Journal of Marriage and the Family*, *Journal of Politics*, *Journal of Public Administration Research and Theory*, *New York University Press*, *Social Problems*, *Social Service Review*, *Sociological Theory*

Appointed Member, 2016 Meeting Program Committee, American Sociological Association, 2014-2016

Appointed Member, 2015 Meeting Program Committee, American Sociological Association, 2013-2015

Appointed Member, Committee on Status of Racial and Ethnic Minorities in Sociology, American Sociological Association, 2013-2015

Appointed Member, Working Group, 2016 Plan for HIV-Related Research among Women and Girls, National Institutes of Health, Office of AIDS Research, 2014

Appointed Member, Book Award Selection Committee, Inequality, Poverty, and Mobility Section, American Sociological Association, 2013

Elected Member, Nominations Committee, American Sociological Association, 2012-2013

Secretary-Treasurer, Community and Urban Sociology Section, American Sociological Association, 2008-2011

External Reviewer, African and African Diaspora Studies Doctoral Program Proposal, University of Texas at Austin, Texas Higher Education Coordinating Board, 2012

Reviewer, American Sociological Association and National Science Foundation Post-Doctoral Fellowship Selection Panel, 2010

Chair, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems, 2004-2005

Chair-Elect, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems, 2003-2004

Conference Abstract Reviewer

-XIX International AIDS Conference, Washington DC, July 2012

- 1st International HIV Social Science and Humanities Conference, Durban, South Africa, June 2011
- XVII International AIDS Conference, Mexico City, August 2008

Member, National Advisory Board, Women's Research and Resource Center, Spelman College, 2008 – present

Member, Planning Committee, Sociologists AIDS Network 20<sup>th</sup> Anniversary Conference, 2009

Member, Sister Scholars' Roundtable, Center for Research on African American Women, The Delta Research and Educational Foundation, Delta Sigma Theta Sorority, Inc. 2009 - 2015

Member, Power Girls Advisory and Mentoring Council, *Johnnetta B. Cole Global Diversity & Inclusion Institute*, Bennett College for Women, 2007 – 2010

Member, Conference Planning Committee, Research Council 19 on Poverty, Social Welfare and Social Policy, International Sociological Association, 2005

Member, Feagin Undergraduate Paper Award Selection Committee, Section on Racial & Ethnic Minorities, American Sociological Association, 2003-2004

Member, Best Graduate Student Paper Award Selection Committee, Sociologists' AIDS Network, American Sociological Association, 2003-2004

Member, Board of Directors, *Test Positive Aware Network*, an HIV/AIDS service and advocacy organization, 2007 – 2010

- Chair, Board Development Committee, 2009 - 2010
- Co-Chair, Fundraising Committee, 2007-2009
- Member, Executive Director Search Committee, 2009

Member, Board of Directors, *Dress for Success* Welfare-to-Work Program – Washington, DC Affiliate, 2002-2005

Member, Board of Directors, *National Black College Alliance*, 2002-2004

Conference Co-Chair, *The Training Ground Leadership Institute*, Co-sponsored by the National Urban League Young Professionals & the Harvard W.E.B. DuBois Institute for Afro-American Research, 2001

Student Trustee, Spelman College Board of Trustees, 1993-1996

Intern, American Association for Higher Education, Summer 1995

Intern, Office of Dr. Diana Chapman Walsh, President, Wellesley College, Fall 1994

#### **ADDITIONAL HIGHER EDUCATION LEADERSHIP EXPERIENCE AND TRAINING**

Big Ten Academic Alliance, Academic Leadership Program, 2017-2018

Northwestern University, Management Skills for Innovative University Leaders Faculty Program, 2011

Council of Colleges of Arts and Sciences, New Department Chairs Workshop, 2011

Kellogg School of Management, Executive Education Workshops, 2009-2010

- Fundraising and Marketing: Tactics to Triumph in Challenging Times
- Nonprofit Board Governance
- Nonprofit Finance

## CONSULTANCIES

Advisory Board, ViiV Healthcare, Women of Color Initiative

## MEDIA APPEARANCES

Quoted, “Sexual Violence Victims in Chicago’s Deadliest Neighborhoods Carrying Trauma on Top of Trauma.” *NBC News*. April 28, 2017. By Safia Ali.

Quoted, “Cigarettes and HIV a Deadly Combination, Study Finds.” *NBC News*. November 21, 2016. By Elizabeth Kuhr.

Quoted, “Why are Serena Williams' Curves Discussed More Than Her Serves?” *Chicago Tribune*. September 6, 2015. By Shannon Ryan.

Quoted, “Spelman College Names New President.” *Atlanta Public Radio*. March 30, 2015. By John Lorinc and Associate Press.

Quoted, “Do Non-White Americans Pay a 'Respectability Tax'?” *Marketplace*. July 19, 2013. By Noel King.

Quoted, “Show Us Your Safety Net.” *Marketplace*. March 26, 2013. By Krissy Clark.

Quoted, “Who’s Afraid of Black Sexuality?” *Chronicle of Higher Education*, December 3, 2012. By Stacey Patton.

Quoted, “Black Studies: Swaggering Into the Future.” *Chronicle of Higher Education*. April 12, 2012. By Stacey Patton.

Quoted, “Welfare Issue Makes a Political Comeback.” *The Chicago Tribune*. January 22, 2012. By Dawn Turner Trice.

- Reprinted, *The Boston Herald*. January 29, 2012.

Featured, “Q&A with Celeste Watkins-Hayes, Our Next ‘Off the Grid’ Writer-in-Residence.” *Chicago Magazine*. November 28, 2011. By Esther Kang.

Featured, “AIDS: Local Doctor Looks at Women and AIDS.” *Windy City Times*. June 29, 2011. By Stephanie Taylor.

Guest, *The Morning Amp with Brian Babylon and Molly Adams*. Vocalo.org (89.5). March 2, 2011; April 13, 2011.

Quoted, “Love and HIV: Couples Forge Relationships Despite Challenges.” *The Chicago Tribune*. November 30, 2010. By Deborah L. Shelton and Dahleen Glanton.

Featured Guest, “HIV among Women in Chicago.” *WGN Chicago Morning News*. March 9, 2010.

Featured, “Study: Black Women Improving Lives after AIDS.” *CBS Channel 2 News – Chicago*. February 19, 2010.



2010.

Featured, "NU Professor Studies AIDS and Poor Women." *Chicago Sun-Times*. February 3, 2010.

Invited Guest, *The Conversation with Ross Reynolds*, KUOW 94.9 Puget Sound Public Radio, June 1, 2009.

Invited Guest, *The Santita Jackson Show*, WVON Radio, May 18, 2009; December, 30, 2009.

Featured, "The New Power Generation." Nominated by Dr. Johnnetta B. Cole. *Essence Magazine*. October 2006.

Quoted, "Businesses Crack Down On Teens: New Curfews, Rules Widen Rift Between Young, Old." *The Detroit News*. June 9, 2004.

Featured, "Black History Month Celebration: The Next Generation of African-American Achievers." Nominated by Dr. William Julius Wilson. *USA Weekend Magazine*. February 7-9, 2003.

Invited Guest, *The Steve Cochran Show*, WGN Radio, February 7, 2003

#### **MEMBERSHIPS**

American Sociological Association

American Studies Association

Association for Public Policy Analysis and Management

Association of Black Sociologists

International AIDS Society

National Women's Studies Association

Society for the Study of Social Problems Scholars Strategy Network

Women's Research Initiative on HIV/AIDS: A Program of the Well Project