

SHANNON MARIE GLEESON

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Employment

- 2014 to Present Associate Professor, Cornell University, School of Industrial and Labor Relations, Department of Labor Relations, Law & History
 (membership in the minor field of Latina/o Studies)
 (affiliate with the Cornell Population Center)
- 2013 to 2014 Associate Professor, Latin American & Latino Studies, University of CA, Santa Cruz
 (affiliation with Sociology)
- 2011 to 2012 Ford Foundation Postdoctoral Fellow, Santa Clara University
 (Sociology and the Katharine & George Alexander Community Law Center)
- 2008 to 2013 Assistant Professor, Latin American & Latino Studies, University of CA, Santa Cruz

Education

- 2008 Ph.D. University of California, Berkeley, *Graduate Group in Sociology and Demography*
- 2006 M.A. University of California, Berkeley, *Demography*
- 2005 M.A. University of California, Berkeley, *Sociology*
- 2002 B.S. Santa Clara University, *Sociology and Anthropology*
- 2002 B.A. Santa Clara University, *Spanish*

Publications

BOOKS

Gleeson, Shannon. 2012. *Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston*. Ithaca: Cornell University Press.

*2014 Honorable Mention for the American Sociological Association International Migration Section's Thomas & Znaniecki Best Book Award

Park, John SW and Shannon Gleeson. (Eds.). 2014. *The Nation and Its Peoples: Citizens, Denizens, Migrants*. University of California Center for New Racial Studies. New York: Routledge.

PEER REVIEWED JOURNAL ARTICLES

Gleeson, Shannon. (Forthcoming). " 'They Come Here to Work': An Evaluation of the Economic Argument in Favor of Immigrant Rights" *Citizenship Studies*.

Bada, Xóchitl and Shannon Gleeson. 2015. "A New Approach to Migrant Labor Rights Enforcement: The Crisis of Undocumented Worker Abuse and Mexican Consular Advocacy in the United States" *Labor Studies Journal*. [OnlineFirst](#).

Gleeson, Shannon. 2015. "Brokered Pathways to Justice and Cracks in the Law: A Closer Look at the Claimsmaking Experiences of Low-wage Workers" (special issue on "Low Wage Workers & Organizing," edited by M. Anne Visser and Héctor Cordero-Guzmán) *WorkingUSA: The Journal of Labor & Society*. Vol. 18:1 (77-102).

Gleeson, Shannon. 2015. "Brokering Immigrant Worker Rights: An Examination of Local Immigration Control, Administrative Capacity, and Civil Society" *Journal of Ethnic and Migration Studies*. Vol. 41:3. (470-492).

Gleeson, Shannon. 2014. "Means to An End: An Assessment of the Status-blind Approach to Protecting Undocumented Worker Rights" *Sociological Perspectives*. Vol. 57:3 (301-320).

de Graauw, Els, Shannon Gleeson, and Irene Bloemraad. 2013. "Funding Immigrant Organizations: Suburban Free Riding and Local Civic Presence" *American Journal of Sociology*. Vol. 119:1. (75-130).

Gleeson, Shannon. 2013. "Shifting Agendas, Evolving Coalitions: Immigrant Worker Rights in Houston" *WorkingUSA: The Journal of Labor & Society*, Vol. 16:2 (207-226).

Gleeson, Shannon. 2012. "Leveraging Health Capital at the Workplace: An Examination of Health Reporting Behavior among Latino Immigrant Restaurant Workers" *Social Science & Medicine*. Vol. 75:12 (2291-2298).

Gleeson, Shannon and Irene Bloemraad. 2012. "Assessing the Scope of Immigrant Organizations: Official Undercounts and Actual Underrepresentation" *Nonprofit & Voluntary Sector Quarterly*. Vol. 42:2 (344-368).

Gleeson, Shannon, and Roberto G. Gonzales. 2012. "When Do Papers Matter? An Institutional Analysis of Undocumented Life in the United States." *International Migration*, Vol. 50:4 (1-19).

Gleeson, Shannon. 2010. "Labor Rights for All? The Role of Undocumented Immigrant Status for Worker Claims-Making" *Law & Social Inquiry*, Vol. 35:3 (561-602).

Gleeson, Shannon. 2010. "Re-Conceptualizing the Economic Integration of Immigrants: A Comparison of the Mexican and Vietnamese." *Latino Studies*, Vol. 8:1 (69-92).

Gleeson, Shannon. 2009. "From Rights to Claims: The Role of Civil Society in Making Rights Real for Vulnerable Workers." *Law & Society Review*. Vol. 43:3 (669-700).

Paret, Marcel, and Shannon Gleeson. 2006. "International Migration in Macro-Stratification Perspective: Bringing Power Back In." *Berkeley Journal of Sociology*. Vol. 50: Power (120-146).

BOOK CHAPTERS

Gleeson, Shannon and Xóchitl Bada (Spanish translation by Sylvia Escárcega Zamarrón). (Forthcoming). "Estrategias consulares y de la sociedad civil para mejorar el cumplimiento de los derechos laborales de los inmigrantes mexicanos en Estados Unidos." In volume edited by Antonio Alejo Jaime. Mexico City: Universidad Nacional Autónoma de México.

Gleeson, Shannon. (Forthcoming). "Between Support and Shame: The Impacts of Workplace Violations for Immigrant Families" *Research in the Sociology of Work: Immigration and Work*. Edited by Jody Agius Vallejo. Bingley: Emerald.

Abrego, Leisy J. and Shannon Gleeson. 2014. "Workers, Families, and Immigration Policies" in *Undecided Nation: Political Gridlock and the Immigration Crisis*. Edited by Tony Payan and Erika de la Garza. Vol. 6: Immigrants and Minorities, Politics and Policy. New York: Springer.

Also printed as: Abrego, Leisy and Shannon Gleeson. 2013. "Immigration Policies Hurt Immigrant Families More Than They Help" Working Paper in *Immigration Reform: A System for the 21st Century*, edited by Tony Payan and Erika de la Garza, Rice University Baker Institute for Public Policy, Latin America Initiative.

Gleeson, Shannon. 2014. "Activism and Advocacy" in *Hidden Lives and Human Rights in the United States: Understanding the Controversies and Tragedies of Undocumented Immigration*. Edited by Lois Lorentzen, Westport, CT: Praeger.

Gleeson, Shannon. 2014. "Navigating Occupational Health Rights: The Function of Illegality, Language, and Class Inequality in Workers' Compensation" in *The Nation and Its Peoples: Citizens, Denizens, Migrants*. Edited by John SW Park and Shannon Gleeson. University of California Center for New Racial Studies. New York: Routledge.

Gleeson, Shannon. 2013. "Unauthorized Immigration to the United States," p.1539-1552 in *Immigrants in America: Arrivals, Adaptation and Integration*. Edited by Elliott Barkan, Santa Barbara: ABC-CLIO.

Bloemraad, Irene and Shannon Gleeson. 2012. "Making the Case for Organizational Presence: Civic Inclusion, Access to Resources, And Formal Community Organizations" in *Remaking Urban Citizenship: Organizations, Institutions, and the Right to the City*. Edited by Michael Peter Smith and Michael McQuarrie. Comparative Urban and Community Research, Volume 10. New Brunswick: Transaction Publishers.

Gleeson, Shannon. 2008. "Organizing for Latino Immigrant Rights in Two U.S. Cities: The Case of San Jose and Houston," p. 107-133 in *Civic Hopes and Political Realities: Immigrants, Community Organizations and Political Engagement*. Edited by S. Karthick Ramakrishnan and Irene Bloemraad. New York: Russell Sage Foundation Press.

BOOK REVIEWS

Gleeson, Shannon. (Forthcoming). "Review of: Card, David, and Steven Raphael. *Immigration, Poverty, and Socioeconomic Inequality*. National Poverty Center Series on Poverty and Public Policy (Russell Sage Foundation Press, 2013)" *Contemporary Sociology*.

- Gleeson, Shannon. (Forthcoming). "Review of: Mora, G. Cristina. *Making Hispanics: How Activists, Bureaucrats, and Media Constructed a New American*. (University of Chicago Press, 2013)" *Aztlán: A Journal of Chicano Studies*.
- Gleeson, Shannon. 2014. "Review of: Lee, Catherine. *Fictive Kinship: Family Reunification and the Meaning of Race and Nation in American Immigration*. (Russell Sage Foundation, 2013)" *American Journal of Sociology*. 120:2.
- Gleeson, Shannon. 2013. "Review of: McKay, Sonia, Eugenia Markova, and Anna Paraskevopoulou. *Undocumented Workers' Transitions: Legal Status, Migration, and Work in Europe*. (Routledge, 2011)" *Ethnic and Racial Studies*. 37:5 (892-894).
- Gleeson, Shannon. 2012. "Review of: Sarathy, Brinda. *Pineros: Latino Labour and the Changing Face of Forestry in the Pacific Northwest*. (UBC Press, 2012)" *Human Ecology*. 40:5 (807-809).
- Gleeson, Shannon. 2012. "Review of: Apostolidis, Paul. *Breaks in the Chain: What Immigrant Workers Can Teach America about Democracy* (University of Minnesota Press, 2010)" *Contemporary Sociology* 41:1 (61-63).
- Gleeson, Shannon. 2011. "Review of: Norris, Jim. *North for the Harvest: Mexican Workers, Growers, and the Sugar Beet Industry*. (Minnesota Historical Society, 2009)" *Journal of American Ethnic History*. 30:4 (103-105).
- Gleeson, Shannon. 2009. "Review of: Telles, Edward E. and Vilma Ortiz. *Generations of Exclusion: Mexican Americans, Assimilation, and Race*. (Russell Sage Foundation, 2008)" *City and Community*. 8:2 (197-199).
- Gleeson, Shannon. 2008. "Review of: Jiménez, Francisco, Alma M. García, and Richard A. Garcia. *Ethnic Community Builders: Mexican Americans in Search of Justice and Power, The Struggle for Citizenship Rights in San José, California*. (AltaMira Press, 2007)" *Contemporary Sociology* 37:5 (472-473).

OTHER PUBLICATIONS

- Gleeson, Shannon and David Lopez-Carr. 2015. "What are the Determinants of Immigrant Health?: Setting A Research Agenda" Introduction to Special Issue on Migration and Health for the University of California Center of Expertise on Migration and Health (COEMH) Summer Institute Graduate Student Workshop - 2013. *FACTS Reports (Field ACTIONS Science Reports)*. Special Issue 13 (1-3). co-edited with David Lopez-Carr.
- Gleeson, Shannon, Ruth Silver Taube, Charlotte Noss. 2014. *Santa Clara County Wage Theft Report*. Santa Clara County Wage Theft Coalition. <http://www.sccgov.org/sites/owp/Documents/pub/WageTheftReportFinal-2014.pdf>
- de Graauw, Els, Shannon Gleeson, and Irene Bloemraad. 2013. "Helping the Growing Ranks of Poor Immigrants Living in America's Suburbs." Scholars Strategy Network Key Findings. http://www.scholarsstrategynetwork.org/sites/default/files/ssn_key_findings_de_graauw_gleeson_and_bloemraad_on_immigrants_in_suburbs.pdf
- Gleeson, Shannon. 2013. "Undocumented Workers" in *Sociology of Work*, edited by Vicki Smith. Thousand Oaks, CA: SAGE Reference.
- Gleeson, Shannon. 2011. "Day Laborers", "Worker Centers", "Immigrants and Unions, in *Anti-Immigration in the United States: A Historical Encyclopedia*, edited by Kathleen Arnold. Santa Barbara: ABC-CLIO.

Nichols, Laura, Shannon Gleeson, and Sandra Figueroa. 2004. "Moving Beyond the Client Role: Helping Human Service Organizations Identify Program Participant's Assets." *Social Insight* 8: 34-36.

Selected Works In Progress or Under Review

Gleeson, Shannon. *Navigating the Bureaucracy, Searching for Justice: The Promise and Failure of Workplace Protections in the United States* (under contract with the University of California Press)

Bloemraad, Irene and Shannon Gleeson (equal authorship). "Civic Stratification and Immigrant Integration: Organizational Inequalities in Silicon Valley" (journal article in progress)

de Graauw and Shannon Gleeson (equal authorship). "Context, Coalitions, and Organizing: Labor Rights Advocacy in San Francisco and Houston" (book chapter for *The City Is the Factory: Social Movements in the Age of Neoliberal Urbanism*, edited by Miriam Greenberg and Penny Lewis, under review)

Research Grants

Cornell University Institute for the Social Sciences, "Precarity and Migrant Labor: Consular Protection as a Case of Transnational Labor Advocacy" (\$2500), 2014

National Science Foundation Grant SES-1353889, "Collaborative Research: Variation in Rights Mobilization by Local Context" (\$307,314 total, \$152,829 to Gleeson), 2014-2016
 - co- PI: Els de Graauw

UCSC Committee on Research Faculty Research Grant (\$1,488), 2014

UC MEXUS-CONACYT Collaborative Research Grant (\$24,968), 2013
 - co-PI's: Tania Cruz Salazar, Xóchitl Bada, David Rocha

BORDERS Award in Immigration Research, for the New Immigrant Survey (\$29,986), 2013
 - co-PI's: Amada Armenta and Els de Graauw

UCSC Committee on Research Faculty Research Grant (\$1,500), 2013

UCSC Committee on Research Faculty Research Grant (\$2,000), 2012

UCSC Hellman Fellows Program (\$11,047), 2012

American Sociological Association Fund for the Advancement of the Discipline Award (\$6,870), 2012

UC Global Health Institute, COE in Migration and Health Award (\$19,020), 2012

UCSC Chicano/Latino Research Center, Faculty Research Grant (\$500), 2011

UC MEXUS Faculty Grant Competition (\$14,940), 2010

UCSC Committee on Research, Special Research Grant (\$9,000), 2010

UC Center for New Racial Studies, Faculty Research Seed Grant (\$14,000), 2010

UCSC Chicano/Latino Research Center, Faculty Research Grant (\$500), 2010

UCSC Committee on Research Faculty Research Grant (\$1,930), 2009

UCSC Chicano/Latino Research Center, Faculty Research Grant (\$500), 2009

Nonprofit Academic Centers Council, Stevenson Faculty Fellowship (\$15,000), 2008

UCSC Committee on Research, Faculty Research Grant (\$2,000), 2008

UCSC Chicano/Latino Research Center, Faculty Research Grant (\$500), 2008

National Science Foundation, Dissertation Improvement Grant SES-0703399 (\$7,495), 2007

UC Labor Education Research Fund, Mini-Grant (\$3,900), 2006

UC Berkeley Graduate Division, Summer Grant (\$3,000), 2003

Fellowships and Other Honors

Stanford Center on Poverty and Inequality, New Scholars Grant Competition, Honorable Mention, 2013
 Author Meets Critics sessions for *Conflicting Commitments*

- Pacific Sociological Association Annual Meeting, 3/23/13
- Law & Society Association Annual Meeting, 5/30/13

Ford Foundation Post-doctoral Fellow, Santa Clara University, 2011-2012
 Ford Foundation Post-doctoral Program, *Alternate*, 2009
 University of California Labor Education Research Fund, Dissertation Fellowship, 2008
 SSRC Summer Institute on International Migration, Invited Participant, 2005
 National Science Foundation, Sociology, 3-year Predoctoral Fellow, 2003
 Ford Foundation, Sociology, 3-year Predoctoral Fellow, 2002
 ASA Minority Fellowship for General Sociology, 3-year (declined), 2002
 Jacob K. Javits Fellowship Program, *Alternate*, 2002
 American Sociological Association Honors Program, Participant, 2002
 Harvard University Kennedy School of Government, Galbraith Scholar, 2001
 Santa Clara University, Sociology Department, Krassowski Award for best student paper, 2001
 Santa Clara University, Presidential Scholar, 4-year merit scholarship, 1998

Presentations

PAPERS AT PROFESSIONAL ASSOCIATION MEETINGS

- 2014 “Lay vs. Legal Conceptions of Justice at the Workplace” Section on Inequality, Poverty and Mobility Paper Session: Labor and Inequality. *American Sociological Association Annual Meeting*, San Francisco, CA 8/16/14.
- 2014 “Legal Status as Precarity Multiplier: Social & Economic Consequences of At-Will Employment & Unjust Termination for Unauthorized Workers.” *Labor Employment Relations Association Annual Meeting*, Portland, OR 6/1/14.
- 2014 “Consular and Civil Society Strategies for Improving Enforcement of Labor Standards for Mexican Immigrants.” *Latin American Studies Association International Congress*, Chicago, IL 5/24/14
- 2014 “A New Approach to Migrant Labor Rights Enforcement: The Crisis of Undocumented Worker Abuse and Mexican Consular Advocacy in the United States.” *United Association for Labor Education*, Los Angeles, CA 3/27/14.
- 2013 “Rights in Theory, Rights in Practice: Unpacking the Individual and Institutional Elements of Enforcing Worker Rights.” Labor and Labor Movements Mini-Conference: Labor and Global Solidarity, *American Sociological Association Annual Meeting*, New York, NY 8/12/13.
- 2013 “Transnational Labor Advocacy: Civil Society and Consular Responses to the Rights of Mexican Immigrant Workers.” Bases of Labor Market Segmentation, *American Sociological Association Annual Meeting*, New York, NY 8/10/13 (with Xóchitl Bada).

- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” Book Panel. International Migration Section Mini-Conference: Shaping the Future of Immigration Research, *American Sociological Association Annual Meeting*, New York, NY 8/9/13.
- 2013 “Labor Market Outcomes and the Effect of MSA-level Differences in National Origin Discrimination Claims Rates and Local Immigration Enforcement” Labor Standards Enforcement in an Era of Restrictive Immigration Regulation, *Law and Society Association Annual Meeting*, Boston, MA, 5/30/13.
- 2013 “Claiming Rights, Reclaiming Dignity: Examining the Legal Mobilization of Low-Wage Workers.” Migration. *Population Association of America Annual Meeting*, New Orleans, LA, 4/13/13.
- 2013 “The Limits to Lawyering: Findings from a Survey of Low-Wage Workers in the San Francisco Bay Area.” Challenges and Opportunities for Labor in the New West, *Pacific Sociological Association Annual Meeting*, Reno/Sparks, NV. 3/21/13.
- 2012 “Mexico and Its Diaspora in the United States: Past and Present Emigration Policies.” Workshop Contributor, *Latin American Studies Association International Congress*, San Francisco, CA. 5/25/12.
- 2012 “Brokering Rights: Examining the Legal Mobilization of Undocumented Workers.” New Borderlands in Las Américas: The Dynamics of Inclusion and Exclusion in Recent Sites of Migrant Reception I, *Latin American Studies Association International Congress*, San Francisco, CA. 5/24/12.
- 2011 “To Protect One, We Must Protect All: Bureaucratic Scripts for Protecting Undocumented Workers.” Perspectives on Citizenship II: Citizenship in Practice, *American Sociological Association Annual Meeting*, Las Vegas, NV. 8/21/11.
- 2011 “Assessing Processes of Legal Mobilization amongst Low-Wage Immigrant Workers: Findings from the San Francisco Bay Area.” Citizenship and Immigration Collaborative Research Network Session. *Law and Society Association Annual Meeting*, San Francisco, CA. 6/3/11.
- 2010 “They Come Here to Work!” v. “Tenemos Que Aguantar”: The Power and Limitations of the Legalization Rhetoric for Claims-Making Amongst Undocumented Workers.” Thematic Session. Mobilizing Against the Odds: Undocumented Immigrants Organizing and Making Claims in U.S. Society. *American Sociological Association Annual Meeting*, Atlanta, GA. 8/17/10.
- 2010 “Wasted Talent and Hard Work: An Evaluation of Framing in the Immigrant Rights Movement” *Law and Society Association Annual Meeting* Chicago, IL. 5/29/10 (with Roberto G. Gonzales).
- 2010 “Rights in Name Only: An Examination of the Workers Compensation System in California” *Pacific Sociological Association Annual Meeting*, Oakland, CA. 4/9/10.
- 2010 “Waiting for Payday: Patterns in Federal Wage & Hour Enforcement” *Pacific Sociological Association Annual Meeting*, Oakland, CA. 4/8/10.
- 2010 “Author Meets Critic: ‘Undermining Race: Ethnic Identity in Arizona Copper Camps, 1880-1920’ (Phylis Martinelli, University of Arizona: 2009).” Panel Participant, *Pacific Sociological Association Annual Meeting*, Oakland, CA. 4/8/10.

- 2009 “Reassessing the Scope of Civil Society for Immigrant Communities: Lessons Learned” *Association for Research on Nonprofit Organizations and Voluntary Action*, Cleveland, OH. 11/19/09 (with Irene Bloemraad).
- 2009 “*No es tan grave...* Rejecting Workers’ Compensation Benefits: A Case Study of Latino Immigrant Restaurant Workers.” Section on Organizations, Occupations, and Work: Inequality at Work. *American Sociological Association Annual Meeting*, San Francisco, CA. 8/10/09.
- 2009 “Membership, Opportunity, and Claims Making: Undocumented Immigrants Negotiating Bureaucracies.” *Law and Society Association Annual Meeting*. Denver, CO. 5/31/09 (with Roberto G. Gonzales).
- 2008 “Labor Protections for All?: Immigrant Documentation Status and Legal Consciousness.” Section on Sociology of Law: Law, Race, Ethnicity, and Inequality. *American Sociological Association Annual Meeting*, Boston, MA. 8/2/08.
- 2007 “Civic Inequality: Civic and Political Presence among Immigrants in the Silicon Valley.” Session: Immigrant Civic and Political Engagement: Interdisciplinary Approaches. *American Political Science Association Annual Meeting*, Chicago, IL, 9/1/07 (with Irene Bloemraad and Karthick Ramakrishnan).
- 2007 “Organizing for Latino Immigrant Rights in Two U.S. Cities: The Case of San Jose and Houston.” Session: Section on Sociology of Law: Law and Institutions. *American Sociological Association Annual Meeting*, New York, NY, 8/11/07.
- 2006 “Latino Civic Organizing in Comparative Perspective: How Individual, Community, and Contextual Determinants Shape Civic and Political Participation.” Section on Latino/a Sociology: Social and Political Capital Among Latinos in Urban Areas. *American Sociological Association Annual Meeting*. Montreal, Quebec, Canada 8/14/06 (with Irene Bloemraad and Karthick Ramakrishnan).
- 2006 “Return on Investment: Educational Choices and Demographic Change in California's Future.” Session: Inequality, Labor Force, Education, Gender, Race/Ethnicity, Religion, Policy. *Population Association of America Annual Meeting*, Los Angeles, CA 3/31/06.
- 2005 “Re-conceptualizing the Economic Integration of Immigrants: A Comparison of Economic and Political Migrants, The Case of the Mexican and Vietnamese Communities.” Section on International Migration Roundtable. *American Sociological Association Annual Meeting*, Philadelphia, PA 8/13/2005.
- 2005 “An Analysis of the Determinants of the Economic Integration of Immigrants: A Multi-Dimensional Approach.” Session: Economic Integration of Immigrants. *Population Association of America Annual Meeting*, Philadelphia, PA 4/02/2005.
- 2004 “An Analysis of Wage Attainment and Occupational Status of Mexican Immigrant Men Living in the U.S.: A Comparison of Current Population Survey and Mexican Migration Project Data.” *California Sociological Association Annual Meeting*. Riverside, CA. 10/15/2004.

OTHER SCHOLARLY CONFERENCE PAPERS

- 2014 “Precarious Labor, Tenuous Rights: Lay v. Legal Conceptions of Justice at the Workplace” *Race, Labor & the Law* University of California-Los Angeles, 3/1/14.
- 2013 “The Limits to Lawyering: Findings from a Survey of Low-Wage Workers in the San Francisco Bay Area.” *Low Wage Workers & Organizing Conference*, César E. Chávez Department of Chicana/o Studies, University of California-Los Angeles, 4/20/13.
- 2013 “Between Support and Shame: The Impacts of Workplace Violations for Immigrant Families.” *UC-Wide Immigration Conference, We Asked For Workers And Families Came: Children, Youth, And Families In Migration*, International Institute Program on International Migration, University of California-Los Angeles, 2/22/13.
- 2013 “When Do Papers Matter? Institutional Analysis of Undocumented Life in the United States.” *Undocumentation Immigration Symposium*, University of California-Berkeley, 2/15/13 (with Roberto G. Gonzales).
- 2012 “Immigrant Rights.” Panel Contributor. *Human Rights Conference*, Monterey Institute of International Studies, 4/28/12.
- 2012 “Rights in Theory, Rights in Practice: Barriers to Claims-making for Immigrant Workers.” *Immigration Symposium*, Silicon Valley Center for Global Studies, San Jose State University, 4/12/12.
- 2012 “Mobilizing Rights, Navigating Bureaucracies: Assessing the Legal Mobilization of Low-Wage Workers.” *Defining and Defending Global Workers’ Rights*. A Symposium at The Pennsylvania State University, University Park Project for Global Workers’ Rights, 3/29/12.
- 2012 “Pay, Papers and Pain: The Occupational Health Experiences of Latino Immigrant Restaurant Workers.” *Labor Across the Food System Conference*. University of California-Santa Cruz, 2/4/12.
- 2011 “Two Paths to Justice: Framing & Strategizing Immigrant Labor Rights in San Jose & Houston.” *Politics of Race, Immigration, and Ethnicity Consortium*. University of California-Davis, 5/6/11.
- 2011 “Assessing Processes of Legal Mobilization amongst Low-Wage Workers.” *Race, Nation, Identity: The 1st Annual Conference of the UC Center for New Racial Studies*. University of California – Los Angeles, 4/22/11.
- 2011 “To Protect One, We Must Protect All: Bureaucratic Scripts for Protecting Undocumented Workers.” *Persistent Puzzles in Immigration Law, Immigration Law Symposium*, University of California – Irvine School of Law, 2/18/11.
- 2009 “Protecting Your Own: The Mexican Consulate and the Área de Protección” *Undocumented Hispanic Migration: On the Margins of a Dream*, Connecticut College, 10/16/09.
- 2008 “From Rights to Claims: The Role of Civil Society in Making Rights Real for Undocumented Workers” *UC Berkeley Spotlight on Immigration Conference*, 3/7/08.

- 2008 “*No es tan grave...Rejecting Workers’ Compensation Benefits: A Case Study of Latino Immigrant Restaurant Workers.*” *Migration and Health Research Workshop*. Center for Comparative Immigration Studies, University of California- San Diego. 10/14/08.
- 2004 “Law and Society... and Race.” *2004 Hawaii International Conference on Social Sciences*. Sheraton Waikiki-Honolulu, HI. 6/19/2004 (with Osagie Obasogie).
- 2002 “Organizational Culture in a Non-profit Human Service Organization”. *29th Annual Western Anthropology/Sociology Undergraduate Research Conference*. Santa Clara University. 4/13/2002.
- 2002 “Burnout in the Non-profit Human Services”. *29th Annual Western Anthropology/Sociology Undergraduate Research Conference*. Santa Clara University. 4/13/2002.
- 2001 “Exploring the Experience of Low Income Latinos in Silicon Valley”. *28th Annual Western Anthropology/Sociology Undergraduate Research Conference*. Santa Clara University. 4/21/2001.

OTHER INVITED PRESENTATIONS/COLLOQUIA/ WORKSHOPS

- 2015 “Undocumented Students and the Deferred Action for Childhood Arrivals Program (DACA).” (Research with Els de Graauw). Guest Lecture for PAM 3040: Immigration and Public Policy (Professor Matt Hall), Cornell University, 3/12/15.
- 2015 “An Institutional Examination of Varying Local Approaches to Implementing DACA.” (Research with Els de Graauw). Cornell University, Latino Studies Program, 3/6/15.
- 2015 Panel Discussant. “New Boundaries of Inclusion: DACA and Immigrant Youth.” Eastern Sociological Society Annual Meeting, New York City, 3/1/15.
- 2014 “Navigating the Bureaucracy, Searching for Justice: The Promise and Failure of Workplace Protections in the United States.” Cornell University, ILR School, Department Seminar: Labor Relations, Law & History and International & Comparative Labor, 11/11/14.
- 2014 "Precarious Labor, Tenuous Rights: Lay v. Legal Conceptions of Justice at the Workplace" University of Pennsylvania, Department of Sociology Colloquium, 9/24/14.
- 2014 “Navigating the Bureaucracy, Searching for Justice: The Promise and Failure of Workplace Protections in the United States.” Guest Lecture for Sociology 176A: Work & Society (Professor Steve McKay), University of California – Santa Cruz, 4/22/14.
- 2014 “When Do Papers Matter? An Institutional Analysis of Undocumented Life in the United States” (research with Roberto G. Gonzales). Urgent Issues in Global Citizenship: Immigration and Our Classrooms. West Valley College. 4/11/14.
- 2014 “Navigating the Bureaucracy, Searching for Justice: The Promise and Failure of Workplace Protections in the United States.” Closing the Employment Standards Enforcement Gap: A Research Initiative on Improving Protections for People in Precarious Jobs, Global Labour Research Centre, York University, 4/2/14.

- 2014 “Rights in Name Only: Labor Market Reintegration and Economic Precarity in the Wake of Workplace Violations” Center on Poverty and Inequality, Stanford University, 2013-2014 New Scholars Meeting. 3/7/14.
- 2013 “Common Themes, Common Challenges.” Panel Discussant, Immigrant Integration and Resilient Regions Symposium, University of Southern California, 12/6/13.
- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” ILR School, Cornell University, 11/20/13.
- 2013 “Immigration Reform & Marriage Equality.” 11th Annual Practical Activism Conference, University of California – Santa Cruz, 10/19/13.
- 2013 “Rights in Theory, Rights in Practice: Unpacking the Individual and Institutional Elements of Enforcing Worker Rights.” Guest Lecture for LALS 1: Introduction to Latin American and Latino Studies (Instructor: Jessica Fernandez), University of California – Santa Cruz, 8/19/13.
- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” Latin American & Latino Studies and Chicano/Latino Research Center Research Colloquium, University of California-Santa Cruz, 5/1/13.
- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” UC Center for New Racial Studies, University of California – Santa Barbara, 4/24/13.
- 2013 “Immigration Policies Hurt Immigrant Families More Than They Help” Immigration Reform: A System for the 21st Century, Rice University Baker Institute's Latin America Initiative Immigration Research Project, 4/9/13 (with Leisy Abrego).
- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” Migration, Ethnicity, Race & Nation Workshop, Stanford University, 4/2/13.
- 2013 “Rights in Theory, Rights in Practice: Unpacking the Individual and Institutional Elements of Enforcing Worker Rights.” Department of Sociology Colloquium, University of California-Santa Cruz, 2/11/13.
- 2013 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” Department of Sociology Colloquium, University of California-Davis, 2/8/13.
- 2012 “Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston.” Department of Sociology, University of Notre Dame, 11/30/12.
- 2012 “An Evaluation of the Economic Argument in Favor of Immigrant Rights” Workshop for the Working Group Changing Workforce: Immigrants and Their Impact on The Meanings of Work, UC Humanities Research Institute, 10/13/12.
- 2012 “Immigrants and Occupational Health” 7th Summer Institute on Migration and Global Health. Center of Expertise on Migration and Health Research Workshop, 6/27/12.
- 2012 “COEMH Research Training Workshop.” Co-Faculty Facilitator. 7th Summer Institute on Migration and Global Health. Center of Expertise on Migration and Health Research Workshop, 6/26/12.

- 2012 “Organized Labor & State Politics” Guest Lecture for CLTE 92: The State of State Politics in California (Professor Jonathan Fox), University of California – Santa Cruz, 5/24/12.
- 2012 “Navigating Occupational Health Rights: Low-Wage Work, Immigration, and Workers’ Compensation in California.” Critical Race Theory and Empirical Methods Workshop, Third Working Group Meeting, Invited Presenter and Participant, University of California – Irvine School of Law, 4/21/12.
- 2012 “Choosing Your Path in Sociology,” Guest Lecture for SOCI 170: Applied Sociology (Professor Laura Nichols), Santa Clara University, 2/29/12.
- 2011 Critical Race Theory and Empirical Methods Workshop, Second Working Group Meeting, Invited Participant, University of California, Hastings, 8/2-8/3/11.
- 2011 “COEMH Research Training Workshop.” Co-Faculty Facilitator. 6th Summer Institute on Migration and Global Health. Center of Expertise on Migration and Health Research Workshop, 6/22/11.
- 2011 “Pre-LSA Workshop: Towards a More Transformative Vision of Immigration Reform: Navigating the Realms of the ‘Ideal’ and ‘Non-Ideal.’” Participant and Co-Organizer. University of California – Berkeley School of Law and Haas Diversity Research Center, 6/2/11.
- 2011 “Navigating Academia.” Alumni Keynote Division of Social Sciences Graduate Diversity Luncheon, University of California – Berkeley, 5/12/11.
- 2011 “Creating a Research Presentation: Do’s and Don’ts.” Guest Lecture for Faculty Mentorship Program, University of California – Santa Cruz, 5/10/11.
- 2011 “Citizenship and Migration: Work and Social Inequalities.” Guest Lecture for LALS 200: Concepts and Theories in Latin American and Latino Studies, University of California – Santa Cruz, 5/2/11.
- 2011 “Article Publishing.” Faculty Presenter. Department of Sociology Graduate Student Workshop, University of California – Santa Cruz, 5/2/11.
- 2011 “Considering Grad School: Assessing Your Options and Becoming Your Best Advocate.” Womyn of Color Conference. University of California – Santa Cruz, 4/30/11.
- 2011 “Theory Building or Building Justice through Research? Lessons Learned from a Survey of Low-Wage Workers.” Sociology and Anthropology Undergraduate Research Conference Santa Clara University, 4/9/11.
- 2010 “The Road Paved with Good Intentions: Bureaucratic Efforts to Protect the Undocumented Worker in the United States.” Department of Psychology Colloquium, University of California – Santa Cruz, 11/8/10.
- 2010 “Migration and Health.” Co-Faculty Facilitator for GHS 201A: Foundations of Global Health (Professor John Ziegler) University of California – San Francisco, 11/1/10.
- 2010 “Workshop Speaker, Immigration Reform: A Look at SB1070” Practical Activism Conference University of California – Santa Cruz, 10/23/10.

- 2009 “Using Quantitative Data in Your Research.” Guest Lecture for LALS 194E – Latino International Migration (Professor Susanne Jonas), University of California-Santa Cruz, 5/20/09.* (delivered again in 2010)
- 2009 “Tenemos Que Aguantar: Legitimizing Exploitation and the Ethic of Citizenship for Undocumented Workers.” Department of Psychology Colloquium, University of California – Santa Cruz, 5/4/09.
- 2009 “The Emergence of a Transnational Bureaucracy in Domestic Labor Standards Enforcement? Consular Efforts to Protect Immigrant Workers” Chicano/Latino Research Center Workshop Series (2008-2009), University of California – Santa Cruz, 4/2/09.
- 2008 “Getting Through Graduate School (Contributor).” Norma Williams Graduate Mentoring Workshop, Sponsored by the Latino/a Sociology Section of the American Sociological Association, Boston, MA 7/31/08.
- 2008 “The Daily Special: Barriers to Accessing Rights for Undocumented Workers in the Restaurant Industry” Guest Lecture for LALS 230 - Political Ecology in Latin America (Professor Flora Lu), University of California-Santa Cruz, 11/4/08.
- 2008 “Immigrants and the U.S. Economy” Guest Lecture for PS 138F: Immigrants, Citizenship, and the State (Rebecca Hamlin and Ken Haig), University of California-Berkeley, 7/14/08.
- 2008 “La Movilización de la Comunidad Inmigrante Latina en Un Año Electoral” Multicultural Institute, Berkeley, CA, 7/8/08.
- 2008 “Papeles y Derechos: Workplace Violations and Claims-Making Amongst Latino Immigrant Workers” UC Berkeley Center for Race and Gender, 1/31/08.
- 2007 “State Variation in Labor Violations in the U.S.” UC Berkeley Department of Demography Brown Bag Series, 10/3/07.
- 2007 “Labor Violations and Opportunities for State and Local Responses” Session: Immigrants, Labor Rights, and the Economy: National and Local Strategies for Improving Economic Opportunities for Immigrants. Immigrant Rights Summit, City and County of San Francisco, 9/15/2007.
- 2007 Keynote Address: Alpha Kappa Delta, International Sociology Honor Society, Initiation Ceremony. Santa Clara University, 5/14/07.
- 2005 “Economic Integration of Immigrants: Comparison of Mexican and Vietnamese Outcomes.” Crossing the Line: Current Research on Immigrant Workers and the U.S.- Mexico Border- Graduate Student Panel. Center for Latino Policy Research, University of California-Berkeley. 4/15/2005.

Teaching

Cornell University

- Graduate Writing Seminar (ILR 6080)
- Organizing Low Wage Workers (ILRLH/LSP 3068)
- Writing Seminar: Law and Society (ILRLR 2060)

UCSC

- Race, Class, and Gender (LALS 80G)
- Latinos, Work, and Organizing (LALS 80K/40)
- Latinos and Population Change (LALS/SOCY 163/159)
- Immigration and Citizenship: A Global Perspective (LALS 174)
- Latinos and Socio-Political Change (LALS 194F)
- Social Science Analytics (LALS 100A)

OTHER

- Race, Class, and Gender (Instructor, Santa Clara University, Winter 2007)
- Population Issues (Graduate Student Instructor for John Wilmoth, UC Berkeley, Fall 2004)
- Sociology of Childcare, (Course Reader for Jim Stockinger, UC Berkeley, Summer 2004)

Other Research Experience

Immigrant Civic Engagement Project-UC Berkeley (Summer 2005-Fall 2006)

Research Assistant to Dr. Irene Bloemraad (Sociology-UCB) & Dr. Karthick Ramakrishnan (Poli Sci-UCB)

Interdisciplinary Immigration Workshop- UC Berkeley (Fall 2005-Spring 2008)

Research Assistant to Dr. Irene Bloemraad (Sociology-UCB)

California Opportunity Project- UC Berkeley (Aug. 2004- Dec. 2005)

Research Assistant to Dr. Mike Hout (Sociology & Demography-UCB) and Dr. Henry Brady (Poli Sci-UCB)

Immigrants and Volunteerism Project- Public Policy Institute of California (May 2004-Aug. 2004)

Research Assistant to Dr. Karthick Ramakrishnan (PPIC Research Fellow)

Dept. of Sociology and Institute of Industrial Relations- UC Berkeley (Aug. 2003-May 2004)

Research Assistant to Dr. Irene Bloemraad (Sociology-UCB)

Center for Latin American Studies- UC Berkeley (Jan. 2003- May 2003)

Research Assistant to Dr. Harley Shaiken (Center Director)

Century of Difference Project- UC Berkeley (Apr. 2002- May 2003)

Research Assistant to Dr. Mike Hout and Dr. Claude Fischer (Sociology-UCB)

Dept. of Anthropology/Sociology- Santa Clara University (Apr.2002- June 2002)

- *Interviewer for project directors Dr. Marilyn Fernandez and Dr. Jacques Delacroix*
- *Research Assistant to Dr. John Ratliff*

Other Professional Experience

Volunteer Researcher, *Sin Fronteras I.A.P.*, Mexico City, Mexico (Summer 2003)
 Citizenship Coordinator, *Sacred Heart Community Service* -San Jose, CA (Sept. 2000- June 2002)
 Spanish Conversation Director, *SCU Dept. of Modern Languages*- Santa Clara, CA (Sept.1999 - Dec. 1999)

Selected Professional Service

Executive Committee, The Worker Institute, ILR School, Cornell Univeristy (2015-present)
 Editorial Board, *American Sociological Review* (2015-present)
 Chair, American Sociological Association Labor and Labor Movements section (2014-2015)
 UCSC representative to the UC Global Health Institute COE for Migration and Health (2010-present)
 Editorial Board, *Sociological Perspectives* (2009-2011)
 Governing Council, UC representative, California Sociological Association (2004-2007)
 Editorial Board, *Berkeley Journal of Sociology* (2002-2004)

REVIEWER FOR: American Behavioral Scientist, American Journal of Sociology, American Sociological Review, Aztlán: A Journal of Chicano Studies, City & Society, Contexts, Du Bois Review, Ethnic & Racial Studies, International Migration Review, Industrial & Labor Relations Review, Journal of Ethnic & Migration Studies, Journal of Public Management & Social Policy, Law & Policy, Mobilization, Nonprofit & Voluntary Sector Quarterly, Sociological Forum, Sociological Perspectives, Social Problems, the Sociological Quarterly, Oxford University Press, and the University of California Press.

Professional Memberships and Scholarly Networks

American Sociological Association, Law and Society Association, Eastern Sociological Society, Labor Employment Relations Association

Scholar Strategy Network, Labor Research and Action Network, Nodo Norte of the International Network on Migration and Development

Languages

English (native speaker), Spanish (fluent)