

A. Nicole Kreisberg

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ACADEMIC APPOINTMENTS

- 2023- **Assistant Professor, School of Public Policy and Department of Sociology**
The Pennsylvania State University, State College, Pennsylvania
- 2021- **David E. Bell Postdoctoral Fellow, Harvard Center for Population and Development Studies**
2023 Harvard T.H. Chan School of Public Health, Harvard University, Cambridge, Massachusetts

EDUCATION

- PhD 2015-2021, Brown University, Sociology.** Race, ethnicity, and international migration; demography
- AM 2011-2013, The University of Chicago, Crown Family School of Social Work, Policy, and Practice. (MSW)**
- BA 2006-2010, The University of Texas at Austin, Anthropology and Latin American Studies.**
Awards: Phi Beta Kappa, Dean's Distinguished Graduate (awarded to 12 out of 6,189 students), Best Thesis Prize in Teresa Lozano Long Institute for Latin American Studies

PUBLICATIONS

Books

Kreisberg, A. Nicole. *1 in 100: Latino Immigrants' Unlikely Climb to the Top of the Labor Market.* Under contract, University of Chicago Press. Status: full manuscript completed, under review.

Peer-Reviewed Articles

*Notes equal contributions, author order random
^Notes student co-author

- 2023 **Kreisberg, A. Nicole.** "Nativity Penalty and Legal Status Paradox: The Effects of Nativity and Legal Status Signals in the U.S. Labor Market" *Social Forces* 101(3):1343—1371.
Under the former title, "Green Card or Golden Ticket? Employment Discrimination against Immigrants"
- Winner, American Sociological Association Population Section Student Paper Award, 2021
 - Media coverage includes: Chicago Tribune, Investment Weekly News
- 2023 **Kreisberg, A. Nicole,** and Margot Jackson. "Durable Disadvantage: Gender and the Mark of Unauthorized Status in Immigrants' Occupational Trajectories" *Sociological Perspectives* 66(1):145—172.
- 2022 Jacobs, Elizabeth, and **A. Nicole Kreisberg.** "The Gendered Occupational Value of a U.S. Education for Skilled Indian Immigrant Women." *International Migration* 60(6):148—166.
- 2022 **Kreisberg, A. Nicole,** Els de Graauw, and Shannon Gleeson. "Explaining Refugee Employment Declines: Structural Shortcomings in Federal Resettlement Support." *Social Problems* doi: 10.1093/socpro/spab080.
- Media coverage includes: The Hill, Scholars Strategy Network, No Jargon Podcast, Yellow Scene Magazine
- 2022 **Kreisberg, A. Nicole,** and Nathan Wilmers. * "Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?" *ILR Review* 75(4)943—973.
- 2021 **Kreisberg, A. Nicole,** and Amy Hsin. "The Higher Educational Trajectories of Undocumented Youth in New York City." *Journal of Ethnic and Migration Studies* 47(17):3822—3845.
- Media coverage includes: Boston Globe
- 2019 **Kreisberg, A. Nicole.** "Starting Points: Divergent Trajectories of Labor Market Integration among U.S. Lawful Permanent Residents." *Social Forces* 98(2): 849—884.
- Winner, Alden Spere, Jr. Award, Brown University, 2019
- 2016 **Kreisberg, A. Nicole,** and Jeanne C. Marsh. "Social Work Knowledge Production and Utilisation: An International Comparison." *British Journal of Social Work* 46(3): 599—618.

Under Review

Kreisberg, A. Nicole. “When Laws Conflict: Diverging Hiring Intentions in the Case of Immigration.” *Law and Social Inquiry*. Revise and resubmit.

Kreisberg, A. Nicole. “Latino Immigrants’ ‘Culture of Hard Work’ and the Institutionalization of Inequality.” *American Sociological Review*.

S. Michael Gaddis, **Kreisberg, A. Nicole**, and Charles Crabtree. “Do Naming Practices Influence Boundary Crossing for Immigrants in the U.S.? Experimental Evidence on Perceptions of Multi-Generational Nativity, Citizenship Status, and Race/Ethnicity.” *Demography*.

Kreisberg, A. Nicole. “Sex Inequality in Immigrants’ Mental Health: The Legal Status Gradient.” *Journal of Health and Social Behavior*.

Kreisberg, A. Nicole and Hatim Rahman.* “Who Needs College? Employers Value Adults with Training Certificates.” *PNAS Nexus*.

In Progress

“The Effects of a Certificate on Employment: Evidence from a Field Experiment.” With Hatim Rahman. Status: data collection.

“What Low-Wage Workers Know About the Labor Market and Worker Well-Being.” With David Pedulla and Daniel Schneider. Status: data analysis.

“Environmental Migration and the Political Factors of Temporary Protected Status.” With Audrey Dorélien. Status: drafting manuscript.

“Toward a Global Approach to Irregularity: Unauthorized Migration in the United States, the Dominican Republic, and China.” With Danilo Contreras and Haoyang Zhang.^ Status: drafting manuscript.

“Health Convergence in Cognitive Health Among Latino Immigrant Adults in the United States.” With Leah Abrams and Alexis Santos. Status: data analysis.

“Legal Status Trajectories for Non-Permanent Student Visa Holders.” With Jenny Van Hook and Hannah Persaud.^ Status: data analysis.

Essays, Op-Eds, and Policy Briefs

Kreisberg, A. Nicole. Forth. “Review of *Structured Luck: Downstream Effects of the U.S. Diversity Visa Program* by Onoso Imoagene.” *Contemporary Sociology*.

Kreisberg, A. Nicole. 2022. “Immigrants with Green Cards Face Hiring Discrimination.” Chicago Tribune.

A. Nicole Kreisberg, Els De Graauw, and Shannon Gleeson. 2022. “Refugee Resettlement Should Look Beyond First Job Placements.” Key Findings Brief. Scholars Strategy Network. Also featured in No Jargon podcast.

De Graauw, Els, Shannon Gleeson, and **A. Nicole Kreisberg**. 2021. “Are Refugee Resettlement Services Doing More Harm Than Good?” Berkeley Interdisciplinary Migration Initiative Blog.

Kreisberg, A. Nicole, and Nathan Wilmers. 2021. “Are Union Supporters Blacklisted from Hiring?” Work in Progress: Sociology on the Economy, Work, and Inequality.

Kreisberg, A. Nicole. 2015. “New Careers for Older Workers.” *American Institute for Economic Research*.

- Media coverage includes: Money Magazine

Kreisberg, A. Nicole. 2014. “H-1B Visas: No Impact on Wages.” *American Institute for Economic Research*.

- Media coverage includes: Newsweek, USA Today (interview appeared online and on the front page), LA Times, NBC, CNBC

Kreisberg, A. Nicole. 2014. “College-educated Immigrants in the U.S.”

- Prepared for a national coalition of organizations in immigrant professional integration.

Clary, Jennifer, **Kreisberg, A. Nicole**, and Terpstra, Amy. 2013. “It’s now 50/50: Chicago Region Poverty Growth is a Suburban Story.” *Poverty Matters* Research Brief. Social IMPACT Research Center.

FELLOWSHIPS AND GRANTS

2024	<i>Population Research Institute Seed Grant</i> Penn State University	\$25,000
2023	<i>Center for Social Data Analytics Accelerator Award</i> Penn State University	\$17,000
2022	<i>Center for Population and Development Studies Seed Grant, Nicole Kreisberg (PI), Daniel Schneider (PI), and David Pedulla (PI)</i> Harvard University T.H. Chan School of Public Health	\$20,000
2022	<i>The Stone Program in Wealth Distribution, Inequality, and Social Policy Research Grant</i> John F. Kennedy School of Government, Harvard University	\$7,000
2019	<i>NSF DDRI - Doctoral Dissertation Research Improvement Grant</i> Law and Social Sciences Program, National Science Foundation	\$24,353
2019	<i>BEO Hazeltine Fellowship</i> The C.V. Starr Program in Business, Entrepreneurship and Organizations, Brown University	\$8,000
2019	<i>Doctoral Dissertation Research Grant</i> Population Studies and Training Center, Brown University	\$3,000
2018	<i>Summer Institute in Migration Research Methods</i> Interdisciplinary Migration Initiative, University of California, Berkeley	
2018	<i>NICHD National Institutes of Health Demography Trainee Fellowship</i> Population Studies and Training Center, Brown University	\$34,243
2018	<i>Doctoral Dissertation Research Seed Grant</i> Social Science Research Institute, Brown University	\$7,500
2016	<i>NICHD National Institutes of Health Demography Trainee Fellowship</i> Population Studies and Training Center, Brown University	\$30,244
2014	<i>Kip Tiernan Fellowship</i> New England grant to improve the lives of poor and homeless women	\$40,000
2012	<i>Foreign Language and Area Studies (FLAS) Fellowship</i> U.S. Department of Education funding to study Haitian Creole	\$33,000
2012	<i>Human Rights Program Grant</i> University of Chicago	\$5,000

LECTURES, PRESENTATIONS, AND INVITED TALKS

2024	“The Legal Status Gradient in Immigrant Women’s Mental Health.” IPR Seminar Series. The Ohio State University.
2023	“When Laws Conflict: Diverging Hiring Intentions in the Case of Immigration.” Cornell Population Center. Cornell University.
2023	“Explaining Refugee Employment Declines: Structural Shortcomings in Federal Resettlement Support.” Dallas Refugee Project and the University of Dallas, Department of Economics.
2022	“Nativity Penalty, Legal Status Paradox: The Effects of Nativity and Legal Status Signals in the U.S. Labor Market.” MIT, Sloan School; Harvard University, Harvard Business School; Stanford University, Graduate School of Business; Washington University in St. Louis, Department of Sociology; Penn State University, School of Public Policy.
2022	“Explaining Refugee Employment Declines: Structural Shortcomings in Federal Resettlement Support.” Synagogue Coalition on the Refugee and Immigration Crisis monthly meeting.

“Revisiting Immigrant Competitive Advantage: Organizational Factors Explaining Employer Preferences for Hiring Immigrants.” Population Association of America: Indirect Effects of Surveillance on Immigrant

Adaptation; University of North Carolina-Chapel Hill Migration Working Group; Harvard University Migration and Immigrant Incorporation Workshop.

- 2021 “Employment Discrimination Against Immigrants.” Columbia University, Department of Sociology; University of North Carolina-Chapel Hill, Department of Public Policy; Dartmouth University, Quantitative Social Sciences Program; Washington University at St. Louis, The Brown School.
- 2021 “Socially Desirable Discrimination: What Employers Say Versus What They Do in the Case of Immigration.” Population Association of America: Session on Immigration, Race, and Ethnicity.
- 2020 “Green Card or Golden Ticket? Employment Discrimination Against Immigrants.” Yale School of Management.
- 2020 “Employment Discrimination Against Immigrants.” American Sociological Association, session on Immigration, Legal Status, and Everyday Life; and Population Association of America, session on Immigrant Outcomes: Labor Market and Health (canceled due to COVID-19).
- 2019 “The Higher Educational Trajectories of Undocumented Youth.” American Sociological Association: Education Section session; and Population Association of America: Immigrant Integration session.
- 2018 “Triple Disadvantage: Gender and the Mark of Illegality in Immigrant Occupational Mobility.” American Sociological Association: Inequality, Poverty, and Mobility Section Session.
- 2017 “Civic Stratification in the United States: Legal Status and First-Generation Immigrant Economic Incorporation.” Population Association of America: Immigrant Integration session.
- 2014 “Foreign-Trained Skilled Immigrants in the US: Identifying Trends from the 2013 National Survey of College Graduates.” Massachusetts Immigrant and Refugee Advocacy Coalition.
- 2014 “High-Tech, Immigration, and Gender.” Knight-Bagehot Fellows of Columbia University.

TEACHING EXPERIENCE

- Spring 2025 SOC-525, Immigration, Assimilation, and Inequality (Primary Instructor)
- Fall 2024 PPOL/SOC-419, Race and Public Policy (Primary Instructor)
- Fall 2023 PPOL/SOC-528, Demographic Change and Public Policy (Primary Instructor)
- Spring 2018 2020, Multivariate Statistical Methods II (TA)
- Fall 2017 2010, Multivariate Statistical Methods I (TA)

SERVICE TO THE PROFESSION

- 2024 – *Faculty Coordinator*, Migration and Diversity Initiative, Penn State University, Pennsylvania
- Reviews *American Journal of Sociology, American Sociological Review, Social Forces, Social Problems, European Sociological Review, International Migration Review, Sociology of Race and Ethnicity, Industrial and Labor Relations Review*
- 2015 – 2019 *Graduate Student Coordinator*, Migration Working Group, Brown University, Rhode Island

DATA ANALYSIS TRAINING

Statistical methods for panel and hierarchical data; event history analysis; survey research design; ethnographic methods; interviewing methods