

HANA R. SHEPHERD

Rutgers University
Department of Sociology
26 Nichol Ave.
New Brunswick, NJ 08901
Email: hshepherd@sociology.rutgers.edu

ACADEMIC POSITIONS

- 2021- Associate Professor, Department of Sociology, Rutgers University, New Brunswick
Senior Researcher, Workplace Justice Lab @RU
Affiliated Researcher, Columbia Labor Lab
Associate Member, Graduate Faculty, School of Management and Labor Relations
Associate Member, Graduate Faculty, Program in Higher Education, Graduate School of Education
- 2013-2021 Assistant Professor, Department of Sociology, Rutgers University, New Brunswick
- 2011-2013 Postdoctoral Research Associate and Lecturer, School of Public and International Affairs and Department of Psychology, Princeton University

EDUCATION

- 2011 Ph.D. Sociology, Princeton University
- 2006 Santa Fe Institute, Complex Systems Summer School
- 2004 M.A. Sociology, Stanford University
- 2004 B.A. Interdisciplinary Studies in the Humanities: Culture and Politics, Stanford University
With distinction; with departmental honors.

RESEARCH INTERESTS

Social Networks, Organizations, Legal Implementation and Enforcement, Low-wage Work, Racism and Inequality, Social Psychology, Culture and Cognition, Methods, Theory

PUBLICATIONS

Peer-Reviewed

* indicates a student co-author

- 2023 Lane, Jeffrey, Hana Shepherd, Holly Avella*, and Aaron Martin*. "Outside the Brackets: Why School Administrators Fail to See Gendered Harassment within an Antibullying Law." *Law and Society Review*.
- 2023 Gomila, Robin*, Hana Shepherd, and Elizabeth Levy Paluck. "Network Insiders and Observers: Who Can Identify Influential Network Members?" *Behavioural Public Policy* 7(1): 115-142. DOI: 10.1017/bpp.2020.8

- 2022 Marshall, Emily and Hana Shepherd. "Variants of Second Demographic Transition: Empirical Evidence from Young Women's Attitudes About Childbearing." *Population Research and Policy Review*.
- 2022 Shepherd, Hana. "Organizational Practices and Workplace Relationships in Precarious Work: New Survey Evidence." *Social Networks*, Special Issue: Network Ecology.
Media Coverage: [Vox](#)
- 2022 Fine, Janice and Hana Shepherd. "Business Power and the Turn Toward the Local in Employment Standards Policy and Enforcement." *Economic Policy Institute*.
(Equal Authorship) [Link](#)
- 2022 Shepherd, Hana and Idit Fast*. "Administering New Anti-Bullying Law: The Organizational Field and School Variation During Initial Implementation." *Law and Social Inquiry* 47(4): 1264-1290.
Podcast on the paper: [This Week in Sociological Perspective](#)
- 2021 Daniels, Chelsea*, Paul DiMaggio, G. Cristina Mora, and Hana Shepherd. "Does Pandemic Threat Stoke Xenophobia? How COVID-19 Influenced California Voters' Attitudes toward Diversity and Immigration in April 2020." *Sociological Forum*, 36 (4): 889-915. (Equal Authorship)
- 2021 Cerulo, Karen, Vanina Leschziner, and Hana Shepherd. "Rethinking Culture and Cognition." *Annual Review of Sociology*, Vol. 47: 63-85. (Equal Authorship)
- 2021 Fine, Janice, Daniel Galvin, Jenn Round, and Hana Shepherd. "Wage Theft in a Recession: Unemployment, Labour Violations, and Enforcement Strategies for Difficult Times." *International Journal of Comparative Labour Law & Industrial Relations*, 37 (2-3): 107-132.
- 2020 Shepherd, Hana and Adam Reich. "The Toll of Turnover: Network Instability, Well-being, and Academic Effort in 56 Middle Schools." *Sociological Science*, December, Vol. 7.
- 2020 Callejas, Laura* and Hana Shepherd. "Conflict as a Social Mobility Mechanism in Schools: A Network Approach." *Social Psychology Quarterly*, 83 (4): 19-41. (Equal Authorship)
- 2020 Shepherd, Hana, Norah MacKendrick, and G. Cristina Mora. "Pandemic Politics: Political Worldviews and COVID-19 Beliefs and Practices." *Socius* Vol. 6
DOI: 10.1177/2378023120972575 (Equal Authorship)
- 2020 Shepherd, Hana. "Forging Foreign Policy: Organizational Identity and Knowledge Production." *Social Science History* 44 (4): 771-799.
- 2019 Shepherd, Hana and Emily Marshall. "Childbearing Worldviews and Contraceptive Behavior Among Young Women." *Journal of Marriage and the Family* 81: 1144-1161.
- 2019 Shepherd, Hana and Jeffrey Lane. "In the Mix: Social Integration and Social Media Adoption." *Social Science Research* 82: 1-17.
- 2018 Shepherd, Hana and Emily Marshall. "The Implicit Activation Mechanism of Culture: A Survey Experiment on Associations with Childbearing." *Poetics* 69: 1-14.
- 2018 DiMaggio, Paul, Ramina Sotoudeh*, Amir Goldberg, and Hana Shepherd. "Culture Out of Attitudes: Relationality, Population Heterogeneity and Attitudes Toward Science and Religion in the U.S." *Poetics* 68: 31-51.

- 2018 Marshall, Emily and Hana Shepherd. "Fertility Preferences and Cognition: Religiosity and Experimental Effects of Decision Context on College Women." *Journal of Marriage and the Family* 80: 521-536.
- 2017 Shepherd, Hana. "The Structure of Perception: How Networks Shape Ideas of Norms." *Sociological Forum* 32: 72-93.
- 2016 Paluck, Elizabeth Levy, Hana Shepherd, and Peter M. Aronow. "Changing Climates of Conflict: A Social Network Experiment in 56 Schools." *Proceedings of the National Academy of Sciences* 113: 566-571.
Selected Media Coverage: CNN.com, Education Week, Los Angeles Times, National Education Assoc. Today, The New Yorker, New York Magazine, Time, U.S. News and World Report
- 2015 Shepherd, Hana and Elizabeth Levy Paluck. "Stopping the Drama: Gendered Influence in a Network Field Experiment." *Social Psychology Quarterly* 78: 173-193.
Featured in SPQ Snaps, a format designed for a wider audience; paper and teaching tool available here: [SPQ Snaps](#)
- 2012 Paluck, Elizabeth Levy and Hana Shepherd. "The Salience of Social Referents: A Field Experiment on Collective Norms and Harassment Behavior in a School Social Network." *Journal of Personality and Social Psychology* 103: 899-915.
- 2011 Shepherd, Hana. "The Cultural Context of Cognition: What the Implicit Association Test Tells Us About How Culture Works." *Sociological Forum* 26: 121-143.
- 2010 Shepherd, Hana and Nicole Stephens. "Using Culture to Explain Behavior: An Integrated Approach." *Social Psychology Quarterly* 73: 353-354. (Equal Authorship)
- 2010 Shepherd, Hana. "Classification, Cognition, and Context: The Case of the World Bank." *Poetics* 38: 133-149.
- 2009 Robu, Valentin, Harry Halpin and Hana Shepherd. "Emergence of Consensus and Shared Vocabularies in Collaborative Tagging Systems." *ACM Transactions on the Web* 3:1-34.
- 2008 Pager, Devah and Hana Shepherd. "The Sociology of Discrimination: Racial Discrimination in Employment, Housing, Credit and Consumer Markets." *Annual Review of Sociology* 34: 181-209.
- 2007 Halpin, Harry, Valentin Robu and Hana Shepherd. "The Complex Dynamics of Collaborative Tagging." *Proceedings of the 16th International World Wide Web Conference*. ACM Press: 211-220.

Book Chapters, Policy Papers, and Other Writing

- 2023 Shepherd, Hana. "Civil Society from the Group Up: A Review of Gary Alan Fine's *The Hinge*." *Sociological Forum*. 10.1111/socf.12895
- 2022 Shepherd, Hana. "Cultures of Peer Harassment or Support in Schools: An Interactionist Account of Student Culture." In C. Donaghue (Ed.), *The Sociology of Bullying: Power, Status, and Aggression Among Adolescents*. NYU Press.
- 2022 Shepherd, Hana. "Front of the House, Back of the House: Race and Inequality in the Lives of Restaurant Workers." *Contemporary Sociology* 51 (1): 76-78.
<https://doi.org/10.1177/00943061211062960aa>.

- 2021 Shepherd, Hana and Filiz Garip. “The Context of Network Inequality.” In M. Small, B. Perry, B. Pescosolido, and N. Smith (Eds.), *Personal Networks: Classic Readings and New Directions in Egocentric Analysis*, pp. 630-650. Cambridge University Press.
- 2020 Fine, Janice, Daniel Galvin, Jennifer Round, and Hana Shepherd. “Maintaining Effective U.S. Labor Standards Enforcement through the Coronavirus Recession.” Washington Center for Equitable Growth Policy Paper. [Link here](#)
- 2019 Shepherd, Hana. “Methods for Studying the Contextual Nature of Implicit Cognition.” Eds. W. Brekhus and G. Ignatow, *Oxford Handbook of Cognitive Sociology*, pp. 367-387.
- 2014 Shepherd, Hana. “Culture and Cognition: A Process Account of Culture.” *Sociological Forum* 29: 1007-11.
- 2012 Shepherd, Hana. “Jargon: Crowdsourcing.” *Contexts* 11: 10-11.
- 2007 Shepherd, Hana and Amir Goldberg. “Tagging Politics and Consensus.” Special Issue: Wikipolitics. *Re-public*.

WORK UNDER REVIEW AND WORK IN PROGRESS

- Shepherd, Hana, Rebecca Roskill*, Suresh Naidu, and Adam Reich. Workplace Networks and Successful Worker Organizing. (Under review) (Equal Authorship)
- Hoagland, Brent* and Hana Shepherd. Categorization and Inequality in Organizations. (Under review)
- Shepherd, Hana, Paul DiMaggio, and Kirsten Morehouse*. Incongruent Identities: Sources and Implications in the Case of Science and Religion. (Draft available)
- Shepherd, Hana. Cultural Change in Groups: Group Structure and the Formation of Consensus in Norm Perception. (Draft available)
- Reich, Adam and Hana Shepherd. Workplace Relationships and Voice vs. Exit in Retail Jobs. (In prep)
- Shepherd, Hana and Jenny Enos.* Perceptions of Racial Norms: Evidence from a Conjoint Survey Experiment. (In prep)
- Salas, Jomaira* and Hana Shepherd. Narratives and Practices within Racialized School Systems of Punishment. (In prep)
- Shepherd, Hana and Brent Hoagland.* Structure of the Subjective: Network Metrics and the Experience of Self and Group. (In prep)
- Shepherd, Hana and Janice Fine. *Cities at Work: Pursuing Worker Justice through the Administrative State*. Book manuscript. (In progress)

FELLOWSHIPS AND GRANTS

- WorkRise, “Small Business High-Road Labor Standards Intervention”, Co-PI with Janice Fine, in partnership with Minneapolis Labor Standards Enforcement Division. (\$370,876)
- Washington Center for Equitable Growth, “Unequal Protections: Regional Disparities in Labor Standards Policies, Enforcement, and Violations”, Co-PI with Janice Fine, Daniel Galvin, and Jennifer Round, 2021-2023 (\$85,000)

Robert Wood Johnson Foundation, Evidence for Action, “Workers’ Health on the Line: A Digital Intervention to Address the Fundamental Causes of Disease in the Low-Wage Health Sector”, Co-PI with Adam Reich, 2020-2024 (\$513,650)

Gretel Weiss Graduate Student-Faculty Collaboration Grant, Rutgers Department of Sociology, “From Social Cohesion and Hierarchy to Social Structure in Schools: Mapping Group Concepts using Global Social Network Measures”, with Brent Hoagland, 2022-2023 (\$4,000)

Rutgers Research Council Grant, “Sources of Perceptions of Racial Norms: A Conjoint Survey Experiment”, 2021-22 (\$4,000)

Gretel Weiss Graduate Student-Faculty Collaboration Grant, Rutgers Department of Sociology, “White Racial Norms in Trump’s America”, with Jenny Enos, 2020-2021 (\$3,200)

Gretel Weiss Graduate Student-Faculty Collaboration Grant, Rutgers Department of Sociology, “Systems of Punishment: Race in School Bullying and Discipline Systems”, with Jomaira Salas*, 2019-2020 (\$4,000)

Russell Sage Foundation Grant for the Future of Work, “Understanding Local Labor Law Enforcement: A Comparative Organizational Study of City Labor Standards Enforcement Agencies”, Co-PI with Janice Fine, 2018-2020 (\$148,395)

Gretel Weiss Graduate Student-Faculty Collaboration Grant, Rutgers Department of Sociology, “Work Conditions and Message Framing: Applications to Worker Outreach and Organizing”, with Alexandra Gervis, 2018-2019 (\$4,000)

MaGrann Conference Grant: “New Tools for Understanding Low-Wage Work”, Rutgers University, 2018

Center for Cultural Analysis Faculty Fellowship, Seminar on Classification, Rutgers University, 2018-19

Rutgers Research Council Grant, “Implications of Variation in School Status Hierarchies,” 2016-17 (\$2,000)

National Institutes of Health (NICHD) R03, “Using Innovative Analyses of Attitudes to Predict Fertility-Related Behavior,” Co-PI with Emily Marshall, 2015-2017 (\$168,573)

NSF EAGER, “Developing an Application for Assessing Respondent Experiences of Their Surroundings in Real Time,” Co-PI with Lauren Krivo, Zaire Dinzey-Flores, and Janne Lindqvist, 2015-16 (\$51,847)

Rutgers Research Council Grant, “Understanding School Climate and Peer Harassment Using a Social Network Intervention,” 2014-15 (\$1,500)

Spencer Foundation Grant, “A Social Network Approach to Influencing Civic Behavior: Building Cultures of Tolerance in Schools,” Co-author with E.L. Paluck (PI), 2011 (\$40,000)

Fellowship of Woodrow Wilson Scholars, Princeton University, 2008-2010

Global Network on Inequality, Princeton University, Visiting Fellowship to Jawaharlal Nehru University, Delhi, India, 2008

Association of Princeton Graduate Alumni/ae Summer Travel Fellowship, 2008

National Science Foundation Graduate Research Fellowship, 2004

Stanford University President’s Scholar, 2000

SELECTED CONFERENCES AND PRESENTATIONS

*Invited talks appear in italics.

Structure and the Subjective: Network Metrics and the Experience of Self and Group, American Sociological Association Meeting, August 2023 (with Brent Hoagland)

Workplace Networks and Successful Worker Organizing, International Network of Analytical Sociologists, June 2023

NYU-Abu Dhabi, October 2022

Perceptions of Racial Norms: Evidence from a Conjoint Survey Experiment, American Sociological Association Meeting, August 2022 (with Jenny Enos)

Approaches to Worker Outreach about Local Labor Laws: Comparing City Enforcement Agencies, APPAM, March 2022 (with Janice Fine)

Academy of Management Symposium on Norm Deviance, August 2021

LSE Workshop on Experimental Sociology, June 2021

Berkeley Haas Culture Conference, UC-Berkeley, January 2021

Legacies of Administration: How Public Bureaucracies Shape Local Labor Standards Enforcement, American Sociological Association Meeting, August 2020 (with Janice Fine)

Workplace Networks and Precarious Work: New Survey Evidence, APPAM, November 2019

Network Ecology Conference, Stanford University, November 2019

Presidential Scholars in Society and Neuroscience, Columbia University, October 2019

CERSI, Department of Sociology, Yale University, February 2019

Economic Sociology Workshop, MIT Sloan School of Management, February 2019

Culture Workshop, Department of Sociology, New York University, December 2018

Networks and Time Workshop, Department of Sociology, Columbia University, November 2018

Discussant, Cornell ILR/Rutgers Symposium Federalism in U.S. Work Regulation, Rutgers University, November 2018

Organizer, “New Tools for Studying Low-wage Work”, Rutgers University, October 2018

Social Instability vs. Social Change: Social Network Ties and Outcomes in 56 Middle Schools, American Sociological Association Meeting, August 2018 (with Adam Reich)

The Affordances and Constraints of Local Labor Law, Law and Society Association Meeting, June 2018 (with Janice Fine)

Panelist, Presidential Session on Cultural Change, Eastern Sociological Society Annual Meeting, February 2018

A Process Account of Shared Culture: Empirical Evidence from School Networks, Networks and Culture Conference, Stanford University Graduate School of Business, October 2017

Working Out Organizational Compliance: A Comparative Study of Anti-bullying Legislation, American Sociological Association Meeting, August 2017 (with Idit Fast)

Connecting and Disconnecting: Social Media Adoption and Social Integration, American Sociological Association Meeting, August 2017 (with Jeff Lane)

Cultural Change in Schools, Hunter College Public Sociology Lecture, December 2016

Network Process Theory of Cultural Emergence and Change, American Sociological Association Meeting, August 2016

Theorizing Law on the Ground: A Comparison of the Implementation of Anti-Bullying Legislation, Law and Society Association Meeting, June 2016 (with Idit Fast)

Social Network Change in Schools, NYU Complex Organizations Workshop, Panel on the Organizations and Social Networks (with Delia Baldassarri and Jason Greenberg), April 2016

Can Innovative Analyses of Attitudes Improve Prediction of Behavior? Cognitive Representations and Fertility-Related Behavior (with Emily Marshall)

Population Association of America Annual Meeting, April 2016

Eastern Sociological Society, March 2016

Cognitive Representations, Schemas, and Behavior, Population Association of America Annual Meeting, San Diego, CA, April 2015 (With Emily Marshall, Christine Bachrach, and Heather Rackin)

Processes of Network Change: Experimental Evidence from 56 Middle Schools, Stanford Graduate School of Business, March 2015

The Contextual Meaning of Fertility: A Survey Experiment, American Sociological Association, Annual Meeting, August 2014

Getting More from Mobile Devices: Using Implicit Attitude Measures for Ecological Momentary Assessment, Digitizing Demography Conference, Facebook, August 2014 (with Emily Marshall)

Author Meets Reader: Panelist for Daria Roithmayr's "Reproducing Racism", Law and Society Association Annual Meeting, June 2014

The Production of American Foreign Policy Ideas: Process and Meaning-Making in an Elite Organization. Advancing Cultural Sociology, Yale Center for Cultural Sociology, May 2014

Culture and Interaction Workshop, University of Pennsylvania, March 2012

What Should the Sociology of Culture and Cognition Look Like? Panelist, Eastern Sociological Association, February 2014

Field Experiments and Practice, Summer Community-Oriented Primary Care Program, Robert Wood Johnson Medical School, June 2013

Social Influence and Gender in School Social Networks.

Graduate School of Applied and Professional Psychology, Rutgers University, April 2013

American Sociological Association, Annual Meeting, August 2012

Analytical Sociology Conference, New York, June 2012

Networks and Perceiving Social Behavior.

American Sociological Association, Annual Meeting, August 2009

Department of Psychology Seminar, Princeton University, October 2006

Exploring Schematic Heterogeneity in Attitude Survey Responses, Annenberg School for Communication, University of Pennsylvania, February 2008 (with Paul DiMaggio and Amir Goldberg).

TEACHING

Graduate

Research Methods, Writing Seminar, Institutional Transmission of Inequality, Sociology of Culture, Psychology for Policy Analysis (Woodrow Wilson School of Public and International Affairs, Princeton University, 2011-13)

Undergraduate

Honors Seminar: How Government, Business and Non-Profits Change Our Behavior, How Organizations Work, Sociology of Culture, Interventions and Social Change

SERVICE

Government and Social Movement Organizations

Consulting Researcher, Arise Chicago, 2022-23

Member, Families and Workers Fund and Department of Labor, Job Quality Measurement Initiative, 2021-22

Consulting Researcher, Sunrise Movement, 2021

Consulting Researcher, Student Leadership Project, 2011-14

Field

Editorial Board, *Social Psychology Quarterly*, 2016-18, 2019-2022

Editorial Board, *Sociological Forum*, 2016-present

Associate Editor, *Sociological Perspectives*, 2020-2022

Programme Committee, Workshop on Experimental Sociology, 2021, 2022, 2023

Organizer, Panel on Norms, Culture and Cooperation, ASA Section on Altruism, Morality, and Social Solidarity, 2019

ASA Section on Organizations, Occupations and Work Mentoring Program, mentor, 2019

Member, Graduate Student Affairs Committee, ASA Section on Social Psychology, 2018-19

Member, Max Weber Award Committee, ASA Section on Organizations, Occupations and Work, 2018, 2020

ASA Social Psychology Section Mentoring Program, mentor, 2016, 2018

News Editor, *Sociology Lens*, 2010-12

University and Department

Rutgers Sociology Department Committees: Data and Society Job Search 2019; Executive Committee 2014-15, 2017-19; Ombudsperson & Community and Equity Committee 2018-22; Colloquium Committee 2014-17; Graduate Committee 2017-18, 2020-21; Undergraduate Committee 2016-17, 2022-23; Culture and Cognition Area Captain 2016-2018, 2022-23

Co-organizer, Summer Institute for Computational Social Science- Rutgers, 2020

Aresty Research Program, 2014-15, 2018-20; Reviewer 2016-17, 2018-19

Co-organizer, Culture and Inequality Departmental Colloquium, Department of Sociology, Princeton University, 2009-10

Secretary, Black Graduate Caucus of Princeton University, 2006-07

Co-organizer, “Methods for Complex Social Systems Research Workshop,” Princeton University, 2005-06

Student Diversity Assistant, Graduate School, Princeton University, 2005-06

Co-coordinator for Faculty Diversity Issues, Presidential Cabinet, Associated Students of Stanford University, 2002-03

AD HOC REVIEWER

AERA Open, American Journal of Sociology, American Sociological Review, Clinical Psychology Review, Communications of the Association for Computing Machinery, Community, Work & Family, International Journal of Communication, JAMA Pediatrics, Journal of Health and Social Behavior, Journal of Social and Political Psychology, Law and Society Review, National Science Foundation, Nature- Human Behavior, Poetics, Preventive Medicine, Proceedings of the National Academy of Sciences, Public Administration, Reproductive Health, Scientific Reports, Social Forces, Social Problems, Social Psychology Quarterly, Social Science Research, Sociological Forum, Sociological Methods and Research, Sociological Theory, Sociology of Education, Sociology Compass, Sociology of Race and Ethnicity, The Sociological Quarterly, Socius, World Bank Knowledge for Change Program