

Annika Wilcox

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Education

- 2021 **PhD, Sociology**
North Carolina State University
Dissertation: “Agentic Action Under Social Constraints: Diversity Meaning-Making in a High-Tech Organization”
Committee: Steve McDonald (chair), Martha Crowley, Michaela DeSoucey, and Anna Manzoni
Areas of Concentration: Work and the Global Economy; Social Inequality (Race/Class/Gender)
- 2017 **MS, Sociology**
North Carolina State University
- 2015 **BS, Justice Studies**
James Madison University
Minors: Sociology and Human Resource Development

Academic Appointments

- 2021- **Postdoctoral Scholar, Sociology**
University of Central Florida

Research and Teaching Interests

Work and Organizations, Diversity, Race/Class/Gender Inequality, Qualitative and Quantitative Research Methods, Social Psychology, and Political Sociology

Peer-Reviewed Publications

- Wilcox, Annika, Steve McDonald, and Amanda Damarin. “Is Cybervetting Valuable?” Forthcoming at *Industrial and Organizational Psychology*.
- Shriver, Thomas, Laura Bray, Annika Wilcox, and Adriana Szabo. “Human Rights and Dissent in Hybrid Environments: The Impact of Shifting Rights Regimes.” Forthcoming at *The Sociological Quarterly*. [Available online](#).
- 2020 Shriver, Thomas, Annika Wilcox, and Laura Bray. “Elite Cultural Work and Discursive Obstruction of Human Rights Activism.” *Social Currents* 7(1):11-28. [Available online](#).
- 2020 Wilcox, Annika. “Sociological Perspectives on Mass Media.” Class Activity published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association. [Available online](#).

- 2019 McDonald, Steve, Amanda K. Damarin, Jenelle Lawhorne, and Annika Wilcox. "Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets." *Research in the Sociology of Work* 33:93-120.
Media Coverage: [Forbes](#), [Science Daily](#)

Papers Under Review

Wilcox, Annika, Steve McDonald, Richard Benton, and Donald Tomaskovic-Devey. "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks." Revise and Resubmit at *Social Science Research*.

Papers in Preparation

Wilcox, Annika. "Conforming Critical Diversity."

- Himes Outstanding Graduate Student Paper Award, North Carolina Sociological Association, 2021

Wilcox, Annika. "Progressive and Discriminatory: Insiders' Evaluations of High-Tech Diversity."

Wilcox, Annika. "Avoiding, Compromising, and (Rarely) Asserting: Tech Workers' Tactics of "Doing Diversity."

Awards and Honors

- 2021 Himes Outstanding Graduate Student Paper Award, North Carolina Sociological Association, \$250
- 2019 Graduate Student Association Travel Assistance Award, North Carolina State University, \$500
- 2019 Sociology Graduate Student Association Mini-Grant, North Carolina State University, \$210
- 2019 Keith Roberts Teaching Innovations Award, SAGE Publishing, \$800
- 2019 Graduate Peer Mentoring Collaborative, North Carolina State University, \$1,000
- 2018 Honorable mention, Award for Best Sociology Thesis, North Carolina State University
- 2015 University Graduate Fellowship, North Carolina State University, \$4,000
- 2015 Honors and Distinction in Justice Studies, Honors College, James Madison University
- 2014 Althea L. Johnson Scholarship, James Madison University, \$1,000
- 2014 Peter Veglahn Memorial Scholarship, Society for Human Resource Management, \$1,000
- 2014 Elected Member, The Honor Society of Phi Kappa Phi, James Madison University
- 2013 Elected Member, National Society for Collegiate Scholars, James Madison University

Invited Presentations and Lectures

- 2020, 2019 Wilcox, Annika. “Workplace Gender Inequality and Means of Addressing It.” Invited guest lecture presented at James Madison University, Harrisonburg, VA, October 2019 and October 2020. Course: AHRD 575 (Diversity and Ethics in AHRD—graduate course).
- 2018 Wilcox, Annika. “Explaining the Black/White Gap in Job Satisfaction.” Invited paper presentation at the Annual Meeting of the North Carolina Sociological Association, Fayetteville, NC, February.

Conference Presentations and Participation

- 2021 Wilcox, Annika. “Doing Diversity like an Ideal High-Tech Worker: Avoiding and Making Compromises About Claims on Diversity.” Paper to be presented at the Annual Meeting of the American Sociological Association, August. Virtual conference.
- 2021 Wilcox, Annika. “Diversity Meaning-Making in a High-Tech Firm.” Paper presented at the Annual Meeting of the Southern Sociological Society, April. Virtual conference.
- 2020 Wilcox, Annika, Steve McDonald, Richard Benton, and Donald Tomaskovic-Devey. “Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks.” Paper presented at the Annual Meeting of the International Network for Social Network Analysis (Sunbelt), Paris, France, July. Virtual conference.
- 2020 Wilcox, Annika. “‘Part of Our Social Consciousness’: Personal Experiences and the Meaning of Diversity.” Paper accepted for presentation at the Annual Meeting of the Southern Sociological Society, Jacksonville, FL, April. Conference cancelled due to COVID-19.
- 2019 Wilcox, Annika, Steve McDonald, and Richard Benton. “Gender, Job Mobility Networks, and Organizational Hierarchy.” Paper presented at the Annual Meeting of the American Sociological Association, New York, NY, August.
- 2019 Shriver, Thomas, Annika Wilcox, and Laura Bray. “Elite Cultural Work and Discursive Obstruction of Human Rights Activism.” Paper presented at the Annual Meeting of the Southern Sociological Society, Atlanta, GA, April.
- 2018 Wilcox, Annika. “Explaining the Black/White Gap in Job Satisfaction.” Paper presented at the Annual Meeting of the Southern Sociological Society, New Orleans, LA, April.
- 2017 McDonald, Steve, and Annika Wilcox. “Passive Job Finding and Race/Ethnic Inequality in the US and UK, 1995-2016.” Paper presented at Conference on Ethnic Inequality in the Labour Market, Amsterdam, September.
- 2017 McDonald, Steve, Amanda K. Damarin, Jenelle Lawhorne, and Annika Wilcox. “Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets.” Paper presented at the Annual Meeting of the American Sociological Society, Montreal, Quebec, Canada, August.
- 2017 Wilcox, Annika. “Inequalities in Job Satisfaction Over Time.” Paper presented at the Annual Meeting of the Southern Sociological Society, Greenville, SC, March.

Teaching Experience

Instructor of Record, North Carolina State University

Jobs and Work, *online synchronous* (Spring 2021)
Social Psychology, *online synchronous* (Fall 2020)
Social Research Methods, *online asynchronous and in-person* (Spring 2020, Summer 2020)
Principles of Sociology, *online synchronous and in-person* (Fall 2018, Spring 2019, Summer 2019, Fall 2019, Fall 2020, Spring 2021)

Lab Instructor, North Carolina State University

Research Methods in Sociology—graduate course (Spring 2018)
Introductory Quantitative Analysis—graduate course (Fall 2017)
Social Research Methods (Spring 2017)

Distance Education Grader, North Carolina State University

Cultural Geography, *online asynchronous* (Fall 2019)
Principles of Sociology, *online asynchronous* (Spring 2018)
Technology in Society and Culture, *online asynchronous* (Summer 2017)

Discussion Section Facilitator, North Carolina State University

Principles of Sociology (Fall 2015, Fall 2016)

Teaching Assistant, James Madison University

Diversity & International Human Resource Development—study abroad course (Summer 2015)
Visual Literacy—study abroad course (Summer 2015)
Development of Sociological Thought and Methods (Fall 2014)

Teaching Certificate

Teaching and Communication Certificate, North Carolina State University, 2019

Completed 100 hours of approved courses and workshops in addition to a final portfolio.

Research Experience

- 2019 **Research Assistant for Program Assessment**, North Carolina State University
Implemented a program assessment survey of faculty and students; provided an analysis of quantitative and qualitative results.
- 2017 **Graduate Research Assistant**, North Carolina State University
Cleaned two quantitative datasets; ran descriptive statistics and regressions on variables of interest. Created figures to portray results.
- 2017 **Research Assistant for Graduate Assessment**, North Carolina State University
Analyzed annual reviews for the 2016–2017 academic year to report on patterns of success within the Department of Sociology and Anthropology.
- 2016 **Graduate Research Assistant**, North Carolina State University
Conducted qualitative coding of over 300 newspaper articles.

Service

Service to Profession

Work in Progress Social Media Assistant (2019–present)
Newsletter Editor, ASA Section on Organizations, Occupations, and Work (2019)
Newsletter Editing Committee, ASA Section on Organizations, Occupations, and Work (2018)

University Service

GLBT Student Advocate, North Carolina State University (2020–2021)
Peer Mentor, Graduate Peer Mentoring Collaborative, North Carolina State University (2019–2021)

Departmental Service

Graduate Student Advisory Board representative (2016–2019)

Other Professional Development

- 2019 **“Inclusive Pedagogy for a More Just World” Workshop** (Participant), Section on Teaching and Learning, American Sociological Association
- 2018 **Qualitative Comparative Analysis Workshop** (Participant), Department of Sociology and Anthropology, North Carolina State University
- 2017 **Data Science Short Course Series** (Participant), North Carolina State University
Introduction to Data Science Using R
Programming in R
Collecting, Classifying, and Analyzing Textual Data Using R
- 2014 **Surveyor Training** (Participant), City of Harrisonburg, VA

Professional Memberships

American Sociological Association
Inequality, Poverty, and Mobility
Organizations, Occupations, and Work
Race, Gender, and Class
Social Psychology
Teaching and Learning
Sociologists for Women in Society
Southern Sociological Society

References

Steve McDonald

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