

ANNIKA WILCOX

(she/her/hers)

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PROFESSIONAL APPOINTMENTS

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

EDUCATION

- 2021 **PhD, Sociology**
North Carolina State University
Dissertation: “Agentic Action Under Social Constraints: Diversity Meaning-Making in a High-Tech Organization”
College of Humanities and Social Sciences Award for Best Dissertation, 2022
Department of Sociology and Anthropology Award for Best Dissertation, 2022
- 2017 **MS, Sociology**
North Carolina State University
- 2015 **BS, Justice Studies**
James Madison University
Minors: Sociology and Human Resource Development

AREAS OF INTEREST

Work and Organizations, Diversity and Equity, Race/Class/Gender Inequality, Science and Technology, Economic Sociology, Qualitative and Quantitative Methods, Social Psychology, and Political Sociology

PUBLICATIONS

- 2022 **Wilcox, Annika** and Amanda Koontz. “Workplace Well-being: Shifting from an Individual to an Organizational Framework.” *Sociology Compass* 16(10).
<https://doi.org/10.1111/soc4.13035>
Accompanying Blog Post: *Sociology Lens*
- 2022 **Wilcox, Annika**, Amanda K. Damarin, and Steve McDonald. “Is Cybervetting Valuable?” *Industrial and Organizational Psychology* 15(3):315-333.
<https://doi.org/10.1017/iop.2022.28>
In the top 5% of all research outputs scored by Altmetric (noted 9/20/2022)
Select Media Coverage: *Phys.org*, *Fast Company*
- 2022 **Wilcox, Annika**, Steve McDonald, Richard Benton, and Donald Tomaskovic-Devey. “Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job

Mobility Networks.” *Social Science Research* 101.
<https://doi.org/10.1016/j.ssresearch.2021.102622>

- 2022 Shriver, Thomas, Laura Bray, **Annika Wilcox**, and Adriana Szabo. “Human Rights and Dissent in Hybrid Environments: The Impact of Shifting Rights Regimes.” *The Sociological Quarterly* 63(3):541-561. <https://doi.org/10.1080/00380253.2021.1909444>
- 2020 Shriver, Thomas, **Annika Wilcox**, and Laura Bray. “Elite Cultural Work and Discursive Obstruction of Human Rights Activism.” *Social Currents* 7(1):11-28.
<https://doi.org/10.1177/2329496519870554>
- 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. <https://doi.org/10.1108/S0277-283320190000033006>
 Accompanying Blog Post: *Work in Progress*
 Select Media Coverage: *Forbes*, *Science Daily*

PAPERS UNDER REVIEW

- Under review **Wilcox, Annika**. “Conforming Critical Diversity: Voicing Diversity for Equity in an Organizational Inequality Regime.”
Himes Outstanding Graduate Student Paper Award, North Carolina Sociological Association, 2021

PAPERS IN PROGRESS

- In progress **Wilcox, Annika**. “Avoiding, Compromising, and (Rarely) Asserting: Tech Workers’ Tactics of “Doing Diversity.”
- In progress Koontz, Amanda, **Annika Wilcox**, and Ashley Sobke. “Doing it All? How Academic Women Navigate External and Internal Success in a Striving Culture.”
- In progress **Wilcox, Annika**. “Progressive and Discriminatory? Insiders’ Evaluations of High-Tech Diversity.”
- In progress Rajasekar, Neeraj, Evan Gunderson*, Evan Stewart, and **Annika Wilcox**. Working title: “Diversity and Equity in Institutions of Higher Education.”
 *Undergraduate mentee

AWARDS AND HONORS

- 2022 Award for Best Dissertation, College of Humanities and Social Sciences, North Carolina State University
- 2022 Award for Best Dissertation, Department of Sociology and Anthropology, North Carolina State University

- 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 Thesis, Department of Sociology and Anthropology, 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

- 2021 Wilcox, Annika. "Conforming Critical Diversity." Invited paper presentation at the Annual Meeting of the North Carolina Sociological Association, February. Virtual conference.
- 2019 & 2020 Wilcox, Annika. "Workplace Gender Inequality and Means of Addressing It." Invited guest lectures presented to graduate courses on Diversity and Ethics in Adult Human Resource Development, James Madison University, October 2019 and October 2020. Virtual presentations.
- 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

- 2023 Wilcox, Annika, Amanda Koontz, Jacinta M. Gau, Jana L. Jasinski, Debra R. Reinhart, and Linda J. Walters. "Lots of Talk, Not a Lot of Action?: Perceptions of Organizational Authenticity and Organizational Justice Among STEM Faculty." Paper to be presented at the Annual Meeting of the Southern Sociological Society, Myrtle Beach, SC, April.

- 2022 Wilcox, Annika and Amanda Koontz. “Workplace Well-being: Shifting from an Individual to an Organizational Framework.” Paper presented at the Annual Meeting of the Southern Sociological Society, Birmingham, AL, April.
- 2021 Wilcox, Annika. “Doing Diversity like an Ideal High-Tech Worker: Avoiding and Making Compromises About Claims on Diversity.” Paper 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 the Conference on Ethnic Inequality in the Labour Market, Amsterdam, Netherlands, 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.

ADDITIONAL RESEARCH EXPERIENCE

- 2019 **Research Assistant for Program Assessment**, North Carolina State University
Implemented a program assessment survey of faculty and students; provided written 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. Drafted written results and created illustrative figures.
- 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.

TEACHING EXPERIENCE

Pedagogical Training

Teaching and Communication Certificate, 2019
The Graduate School, North Carolina State University
Completed 100 hours of approved courses and workshops in addition to a final portfolio.

“Teaching Sociology” Graduate Course, 2017
Department of Sociology and Anthropology, North Carolina State University
A three-credit graduate course on teaching philosophies, strategies, and best practices.

Teaching Achievements

Teaching Publication, 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. <https://trails.asanet.org/article/view/sociological-perspectives-on-mass-media>

Teaching Award, 2019
Keith Roberts Teaching Innovations Award, SAGE Publishing

Courses As Instructor of Record

Principles of Sociology (Fall 2018, Spring 2019, Summer 2019, Fall 2019, Fall 2020, Spring 2021)
Department of Sociology and Anthropology, North Carolina State University
Taught in-person and online synchronous.

Jobs and Work (Spring 2021)
Department of Sociology and Anthropology, North Carolina State University
Taught online synchronous.

Social Research Methods (Spring 2020, Summer 2020)
Department of Sociology and Anthropology, North Carolina State University
4 credits. Taught in-person and online asynchronous.

Social Psychology (Fall 2020)

Department of Sociology and Anthropology, North Carolina State University
Taught online synchronous.

Courses As Lab Instructor**Research Methods in Sociology** (Spring 2018)

Department of Sociology and Anthropology, North Carolina State University
Graduate course.

Introductory Quantitative Analysis (Fall 2017)

Department of Sociology and Anthropology, North Carolina State University
Graduate course.

Social Research Methods (Spring 2017)

Department of Sociology and Anthropology, North Carolina State University
4-credit undergraduate course.

Courses As Grader**Cultural Geography** (Fall 2019)

Department of Sociology and Anthropology, North Carolina State University
Cross-listed: sociology and geography. Taught online asynchronous.

Principles of Sociology (Spring 2018)

Department of Sociology and Anthropology, North Carolina State University
Taught online asynchronous.

Technology in Society and Culture (Summer 2017)

Department of Sociology and Anthropology, North Carolina State University
Cross-listed: sociology and anthropology. Taught online asynchronous.

Courses As Teaching Assistant**Principles of Sociology** (Fall 2015, Fall 2016)

Department of Sociology and Anthropology, North Carolina State University

Diversity and International Human Resource Development (Summer 2015)

Department of Learning, Technology and Leadership Education, James Madison University
Study abroad course.

Visual Literacy (Summer 2015)

Department of Learning, Technology and Leadership Education, James Madison University
Study abroad course.

Development of Sociological Thought and Methods (Fall 2014)

Department of Sociology and Anthropology, James Madison University

SERVICE

Service to Profession

- Presider, “Diversity and the Workplace” paper session at the Annual Meeting of the Southern Sociological Society (2022)
- *Work in Progress* Social Media Assistant (2019–2021)
- Newsletter Editor, American Sociological Association (ASA) Section on Organizations, Occupations, and Work (2019)
- Newsletter Editing Committee, ASA Section on Organizations, Occupations, and Work (2018)
- Reviewer: *American Sociological Review*, *Industrial and Organizational Psychology*, National Science Foundation, SAGE College Publishing, *Socius*

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

- Founder/Coordinator, Job Market Working Group, Department of Sociology and Anthropology, North Carolina State University (2020-2021)
- Graduate Student Advisory Board Representative, Department of Sociology and Anthropology, North Carolina State University (2016–2019)

OTHER PROFESSIONAL DEVELOPMENT

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| 2022 | Mixed Methods Research: Combining Quantitative and Qualitative Data and Strategies , Short Summer Workshop, Inter-university Consortium for Political and Social Research (ICPSR) |
| 2022 | Grantsmanship Web Course , University of Central Florida |
| 2019 | “Inclusive Pedagogy for a More Just World” Workshop , Section on Teaching and Learning, American Sociological Association |
| 2018 | Qualitative Comparative Analysis Workshop , Department of Sociology and Anthropology, North Carolina State University |
| 2017 | Data Science Short Course Series , North Carolina State University
Introduction to Data Science Using R
Programming in R
Collecting, Classifying, and Analyzing Textual Data Using R |
| 2014 | Surveyor Training , City of Harrisonburg, VA |

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Sociologists for Women in Society
Southern Sociological Society

REFERENCES

Amanda Koontz, PhD (Postdoctoral Supervisor)
Associate Professor of Sociology
University of Central Florida, Orlando, FL
Email: amanda.koontz@ucf.edu

Steve McDonald, PhD (PhD Supervisor and Dissertation Chair)
Professor of Sociology
North Carolina State University, Raleigh, NC
E-mail: steve_mcdonald@ncsu.edu

Michaela DeSoucey, PhD
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Thomas Shriver, PhD
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