Clem Aeppli

Contact information	William James Hall 583	https://clemaeppli.github.io/
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	Cambridge, MA 02138	

Education

Harvard University, Department of Sociology

PhD in 2026 (expected), M.A. in 2022
Dissertation: "Papers on Economic Transformation and Racial Inequality"
Committee: Daniel Schneider (co-chair), Nathan Wilmers (co-chair), Frank Dobbin, Ellis Monk, Chris Winship
General exams: Organizations, Stratification, Culture, and Race

Brown University

B.A. in Mathematics and B.Sc. in Sociology (2026)
Phi Beta Kappa, *magna cum laude*

Research interests

Organizational and economic sociology	Economic and racial inequality
Quantitative methodology	Social theory

Publications

Aeppli, Clem and Nathan Wilmers. 2022. "Rapid Wage Growth at the Bottom Has Offset Rising US Inequality." *Proceedings of the National Academy of Sciences*, 119.

Wilmers, Nathan and Clem Aeppli. 2021. "Consolidated Advantage: The New Organizational Dynamics of Wage Inequality." *American Sociological Review*, 86: 1100-1130.
- Significant Scholarship Award, RC28 of the International Sociological Association (2023)

Works in progress

"Workplace Segregation and the Structure of American Racial Earnings Inequality."
- Organization Science/INFORMS Dissertation Competition finalist (October 2025)
- Honorable mention, Graduate Student Paper Award, ASA section on Labor and Labor Movements (2025)

"Subcontracting and Employment Instability." Revise & resubmit at *American Sociological Review*.
- Thompson Graduate Student Paper Award, ASA section on Organizations, Occupations, and Work (2024)

"The Industrial Organization of Racial Inequality in the Early 20th Century." Revise & resubmit at *American Journal of Sociology*.

"Variance between Groups in the Presence of Covariates." Revise & resubmit at *Sociological Methods and Research*.
- Clifford C. Clogg Graduate Student Paper Award, ASA section on Methodology (2025)

"The Decline of Low-Wage Jobs" with Nathan Wilmers and Soohyun Roh. Revise & resubmit at *American Sociological Review*.

"Schedule Stability and Employee Retention at IKEA" with Kristen Harknett, Daniel Schneider, and Jeremy Mopsick. Revise & resubmit at *Industrial and Labor Relations*

Review.

Presentations	*Firm Segregation and the Structure of American Racial Earnings Inequality*

- Academy of Management (AOM). Copenhagen. July 2025.
- Society for the Advancement of Socio-Economics (SASE). Montreal. July 2025.
- Stone Seminar at the Harvard Kennedy School. April 2025.
- Interdisciplinary PhD Workshop of the German Institute for Employment Research (IAB). Nuremberg, Germany. January 2025. Oral presentation.
- People & Organizations. University of Pennsylvania, Center for Human Resources. September 2024. Oral presentation.
- Research Committee 28 of the International Sociology Association. Brown University. August 2024. Oral presentation.

The Industrial Organization of Racial Inequality in the Early 20th Century

- Comparative Organizational Inequalities Network. Madrid, Spain [presented by Zoom]. June 2024. Oral presentation.

Schedule Stability and Employee Retention at IKEA

- Annual meeting of the Association for Public Policy Analysis & Management. Atlanta. November 2023. Oral presentation.

Fissuring, Organizational Constraint, and Instability

- Comparative Organizational Inequalities Network. Budapest, Hungary. June 2023. Oral presentation.

Adjusting for Covariates in Variance Decompositions

- Annual meeting of the American Sociological Association. Philadelphia. August 2023. Oral presentation.
- Research Committee 28 of the International Sociology Association. Sciences-Po Paris. May 2023. Oral presentation.

Aligning Inequalities: Organizational Sources of Wage Inequality, 1999-2018

- Annual meeting of the American Sociological Association. Virtual conference. August 2020. Oral presentation.
- Research Committee 28 of the International Sociology Association. Princeton University. August 2019. Oral presentation.

Teaching	Department Quantitative Fellow	Spring 2025
	Undergraduate Tutorial in Sociological Theory, Teaching Fellow (Head Teaching Fellow 2024-25)	2021, 2024-2025
	Foundations of Social Science Research, Teaching Fellow	Spring 2022
	Statistical Inference I (Applied Math 1650), Undergraduate Teaching Assistant	Spring 2017 & 2018

Grants & awards	OMT Doctoral Consortium, Academy of Management	2025
	Solo P.I. of a Census Bureau Research Data Center project	2024 - present
	Stone Research Grant, Harvard Kennedy School	2024
	Research Grant, Institute for Quantitative Social Sciences	2024
	Sciences Po - Harvard Exchange Fellowship	2022 - 2023
	Certificate of Distinction, Harvard Bok Center for Teaching	2021
	James M. and Cathleen D. Stone PhD Scholar in Inequality and Wealth Concentration, Multidisciplinary Program in Inequality & Social Policy, Harvard University	2020 - present
	Brown Sociology award for service to the department	2018
	Brown Sociology Lamport Prize for senior thesis	2018
	Brown University LINK grant - awarded for summer research at Swiss Forum for Migration & Population Studies	2017
	Brown University Levi Family scholarship for undergraduate education	2014 - 2018
Service	Graduate student co-coordinator of Harvard Sociology Department's Economic Sociology Seminar	2023 - present
	Chair of Elections Committee and Sociology Department Steward, Harvard Graduate Students Union-United Auto Workers.	2020 - 2022
	Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Research in Social Stratification and Mobility*, *Social Forces*, *Socio-Economic Review*, *Work and Occupations*	
	Member, American Sociological Association; Academy of Management; Society for the Advancement of Socio-Economics	

References

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Frank Dobbin
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Ellis Monk
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