

# Clem Aepli

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Contact information	William James Hall 582 33 Kirkland St. Cambridge, MA 02138	<a href="https://clemaepli.github.io/caepli@h.harvard.edu">https://clemaepli.github.io/caepli@h.harvard.edu</a>
Education	<b>Harvard University, Department of Sociology</b> 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  <b>Brown University</b> B.A. in Mathematics and B.Sc. in Sociology (2018) Phi Beta Kappa, <i>magna cum laude</i>	
Research interests	Organizational and economic sociology Quantitative methodology	Economic and racial inequality Social theory
Publications	Aepli, Clem and Nathan Wilmers. 2022. “ <a href="#">Rapid Wage Growth at the Bottom Has Offset Rising US Inequality</a> .” <i>Proceedings of the National Academy of Sciences</i> , 119.  Wilmers, Nathan and Clem Aepli. 2021. “ <a href="#">Consolidated Advantage: The New Organizational Dynamics of Wage Inequality</a> .” <i>American Sociological Review</i> , 86: 1100-1130. <ul style="list-style-type: none"><li>• Significant Scholarship Award, RC28 of the International Sociological Association (2023)</li></ul>	
Works in progress	“ <a href="#">Subcontracting and Employment Instability</a> .” Conditionally accepted at <i>American Sociological Review</i> . <ul style="list-style-type: none"><li>• Thompson Graduate Student Paper Award, ASA section on Organizations, Occupations, and Work (2024)</li></ul> “ <a href="#">Workplace Segregation and the Structure of American Racial Earnings Inequality</a> .” Revise & resubmit at <i>American Journal of Sociology</i> . <ul style="list-style-type: none"><li>• Organization Science/INFORMS Dissertation Competition finalist (October 2025)</li><li>• Honorable mention, Graduate Student Paper Award, ASA section on Labor and Labor Movements (2025)</li></ul> “ <a href="#">Employment Opportunity, Racial Inequality, and Industrial Modernization in the Early Twentieth Century</a> .” Revise & resubmit at <i>American Journal of Sociology</i> .  “Measuring Variance between Groups in the Presence of Covariates.” Revise & resubmit at <i>Sociological Methods and Research</i> . <ul style="list-style-type: none"><li>• Clifford C. Clogg Graduate Student Paper Award, ASA section on Methodology (2025)</li></ul> “The Decline of Low-Wage Jobs” with Nathan Wilmers and Soohyun Roh. Revise & resubmit at <i>American Sociological Review</i> .	

“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, <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>Research in Social Stratification and Mobility</i> , <i>Social Forces</i> , <i>Socio-Economic Review</i> , <i>Work and Occupations</i>	
	Member, American Sociological Association; Academy of Management; Society for the Advancement of Socio-Economics	
References	Daniel Schneider Department of Sociology Harvard University dschneider[at]hks.harvard.edu	Nathan Wilmers Work & Organization Studies MIT Sloan School of Management wilmers[at]mit.edu
	Frank Dobbin Department of Sociology Harvard University frank_dobbin[at]harvard.edu	Ellis Monk Department of Sociology Harvard University emonk[at]fas.harvard.edu