

Clem Aepli
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Education

- 2019 – Harvard University, Department of Sociology
General exams in Organizations, Stratification, Culture, and Race and Ethnicity
Dissertation Co-Chairs: Daniel Schneider, Nathan Wilmers
- 2014 – 2018 Brown University
B.A. in Mathematics and B.Sc. in Sociology
Phi Beta Kappa, *magna cum laude*

Research interests

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

Publications

- Aepli, 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 Aepli. 2021. “Consolidated Advantage: The New Organizational Dynamics of Wage Inequality.” *American Sociological Review*, 86: 1100-1130.
- ISA RC28 Significant Scholarship award, 2023

Works in progress

- “Firm Segregation and the Structure of American Racial Earnings Inequality.”
- Honorable mention, Graduate Student Paper Award, ASA section on Labor and Labor Movements (2025)
- “Fissuring, Organizational Rigidity, 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)

“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”

- 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

Spring 2025 Department Quantitative Fellow

Spring 2022 Foundations of Social Science Research, Teaching Fellow

2021, 2024-2025 Undergraduate Tutorial in Sociological Theory, Teaching Fellow
Head Teaching Fellow (Fall 2024, Spring 2025)
Certificate of Distinction, Harvard Bok Center for Teaching and Learning

Spring 2017 & 2018 Statistical Inference I (Applied Math 1650), Undergraduate Teaching Assistant

Grants & awards

2024 – present Solo P.I. of a Census Bureau Research Data Center project
2024 Stone Research Grant, Harvard Kennedy School
2024 Research Grant, Institute for Quantitative Social Sciences
2022 – 2023 Sciences Po – Harvard Exchange Fellowship.
2020 – present James M. and Cathleen D. Stone PhD Scholar in Inequality and Wealth Concentration, Multidisciplinary Program in Inequality & Social Policy, Harvard University.
2018 Brown Sociology award for service to the department.
2018 Brown Sociology Lamport Prize for senior thesis.
2017 Brown University LINK grant – awarded for summer research at Swiss Forum for Migration & Population Studies.
2014 – 2018 Brown University Levi Family scholarship for undergraduate education.

Service

2023 – Graduate student co-coordinator of Harvard Sociology Department's Economic Sociology Seminar

2020 – 2022 Chair of Elections Committee and Sociology Department Steward, Harvard Graduate Students Union-United Auto Workers.

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Research in Social Stratification and Mobility*, *Social Forces*, *Socio-Economic Review*, *Work and Occupations*